

October 1, 2008 - September 30, 2009



ALABAMA BOARD OF

# **NURSING ANNUAL REPORT**

09

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May 2010

Governor Bob Riley  
State Capitol  
Montgomery, Alabama

Dear Governor Riley,

I am pleased to present you with the FY 2009 Alabama Board of Nursing Annual Report. The Board faced many challenges during FY 2009, not the least of which was determining how to reduce services and eliminate spending with the upcoming transfer of \$2.5 million from the Board of Nursing Trust Fund to the General Fund in FY 2010. While the Board tried diligently to overturn that decision, in the end, the Board did as it always has—responded in a fiscally responsible way. Toward the end of FY 2009, the Board elected to eliminate all out-of-state travel except that related to the National Council of State Boards of Nursing, Inc. In addition, in-state travel was reduced. The impact on those we serve is that Board members and staff were not available to speak to groups of nursing students, licensed nurses, hospital administrators, and health care organizations. The activities of the Center for Nursing were not funded in latter FY 2009 and workforce research and reporting suffered.

The Board continued to review and revise regulations. A three-year cycle of review is in place in order to assure that the regulations stay as current as possible with health care practices. The Board analyzes proposed regulations to assure that consideration is given to the administrative feasibility of the rule as well as the fiscal and legal impacts. Accountability to the public and the profession are considered as well.

An increase in the number of written complaints received by the Board occurred again during FY 2009. The Board reviewed disciplinary cases every other month and the totals for each meeting ranged from 25 to 75 cases. Mandatory reporting of suspected or actual substance abuse, substandard nursing practice, and acts of fraud on applications for licensure continued to be in the top ranking categories of discipline.

The nursing shortage led to educational institutions applying for new nursing programs. The Board reviewed, and approved, two new nursing programs in FY 2009. The Board also approved a new five-year strategic plan with goals, performance measures and strategies. The work of the Board continued through the challenges in its quest to continue providing public protection.

Sincerely,

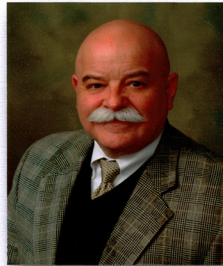
A handwritten signature in black ink that reads "Michael D. Harper".

Michael D. Harper, CRNA, BA, JD  
President, Alabama Board of Nursing

## Board Members



Debra Davis, Vice-President  
DSN, RN, Grand Bay, AL



Michael D. Harper, President  
CRNA, BA, JD, Dawson, AL



Gregory Howard, Secretary  
LPN, Tuscaloosa, AL



Pamela Autry, Board Member  
PhD, MBA, RN, Cadsden, AL



Melissa R. Bullard, Board Member  
LPN, Decatur, AL



2009



Harry I. Brown Jr., Board Member  
MA, MBA, CFP®, Sylacauga, AL



Maggie Hopkins, Board Member  
LPN, Fairfield, AL



Patricia LeCroy, Board Member  
MSN, RN, Attalla, AL



Rose Sharon Linsky, Board Member  
MSN, RN, Arab, AL



Sylvia Nobles, Board Member  
CRNP, MSN, Dothan, AL



Amy Price, Board Member  
MSN, RN, Sylacauga, AL



Sharon Pugh, Board Member  
LPN, Tuscaloosa, AL



**BOARD OF NURSING MEMBERS AND STAFF  
OCTOBER 1, 2008 - SEPTEMBER 30, 2009**

**BOARD MEMBERS****TERM EXPIRES**

Michael Harper, CRNA, JD, President, Gadsden	12-31-2009
<b><i>James Luther Raper, DSN, CRNP, JD, Birmingham</i></b>	<b><i>12-31-2008</i></b>
Debra C. Davis, DSN, RN, Vice-President, Mobile	12-31-2009
Gregory T. Howard, LPN, Secretary, Tuscaloosa	12-31-2010
<b><i>Davied Fagan, LPN, Secretary, Trinity</i></b>	<b><i>12-31-2008</i></b>
Pamela Autrey, Ph.D., MBA, RN, Gadsden	12-31-2010
Harry I. Brown, Jr., MA, MBA, CFP®, Sylacauga	12-31-2009
Marie Melissa Bullard, LPN, Decatur	12-31-2012
Monica L. Cauley, MSN, RN, Opp	12-31-2012
Maggie L. Hopkins, LPN, Fairfield	12-31-2009
Patricia LeCroy, MSN, RN, Gadsden	12-31-2009
Rose Sharon Linsky, MSN, RN, Arab	12-31-2011
Sylvia Nobles, MSN, CRNP, Dothan	12-31-2010
Amy Price, MSN, RN, Sylacauga	12-31-2012
Sharon Pugh, LPN, Tuscaloosa	12-31-2011
Susan F. Lovett-Sheffield, MSN, CRNP, Phil Campbell	5-22-2009 (resigned)

*Legal Services provided by  
Randolph P. Reaves, P.C.*

## Agency Staff



N. Genell Lee, MSN, RN, JD	Executive Officer
Leslie Vinson, BS, CPM	Executive Secretary
Alice M. Maples, JD, LLM	Deputy Attorney General/General Counsel
Gilda B. Williams, JD	Asst. Attorney General/General Counsel
Barbara A. Johnson, MS, CPM	Director, Administrative Services
Jennifer Weaver, MBA	Chief Fiscal Officer
William A. Stewart, III	Director, Licensing & Information Technology
Bradley G. Jones, BS	IT Systems Specialist
Richard A. Pasley, BS	IT Systems Specialist
Robert Rollins, BS	IT Systems Specialist, Associate
Richard F. Boyette, BS	Programmer Analyst
Allison J. Terry, MSN, PhD	Director, Center for Nursing
Mary Ed Anderson, MSN, RN	Nursing Consultant, VDAP
Cathy Boden, MSN, RN	Nursing Consultant, Legal
Charlene Cotton, MSN, RN	Nursing Consultant, Advance Practice
Moniaree Jones, MSN, RN	Nursing Consultant, Legal
LaDonna Patton, MSN, RN, CEN	Nursing Consultant, Legal
Katie L. Drake-Speer, MSN, RN	Nursing Consultant, Education
Carolyn Morgan, MSN, RN	Nursing Consultant, Practice/CE
Jean B. Lazarus, EdD, RN	Nurse Researcher
Rebecca Goodson, BS	Personnel Assistant III
Frederick Harrell	Account Clerk
Brittney H. Stein	Account Clerk
LaKandice Williams	Account Clerk
Frank D. Mitchell, BSCJ	Chief Special Investigator
Danny O. Bond	Special Investigator
George Wyatt Gantt	Special Investigator
Nathaniel Nunnelley	Special Investigator
David Pinnock	Special Investigator
Pamela D. Jenkins	Legal Research Assistant
Gloria Franklin	Docket Clerk
Vicky H. Moseley	Docket Clerk
Virginia L. Pettway	Docket Clerk
Teresa Stephens	Docket Clerk
Rosa N. Thomas	Docket Clerk
Javonda Kennedy	ASA III
Wendy Looney	ASA III
Robert Moscatiello	ASA III
Brenda Adams-Packer	ASA III
Carol Smith	ASA III
M. Annette Songer	ASA III
Misti Broadnax	ASA II
Cassandra Burrell	ASA II
Debra J. Starks	ASA II
Vanessa S. Mathis	ASA II
Sandra Porter	ASA I



## Strategic Plan



The Board members and staff met in a two day retreat in October 2008 to discuss the FY 2009-FY 2013 five year strategic plan. The Board discussed the Board's mission, values, and vision. Throughout the two day retreat, the Board reviewed the strengths, weaknesses, opportunities and threats for the various Board activities (see Appendix A).

At the November 2008 Board meeting, the Board approved the following Mission:

*The mission of the Alabama Board of Nursing is to safeguard and promote the health, safety and welfare of the public through licensing and approval of qualified individuals and adopting and enforcing legal standards for nursing education and nursing practice.*

The Board's values were reviewed and clarified. At the November 2008 Board meeting, the Board approved the following revised Values:

- **Integrity.** The Board approaches its decisions with honesty and forthrightness.
- **Fairness.** The Board's decisions are based on the law with consistency in application to achieve equal treatment.
- **Objectivity.** The Board values objective, evidence-based data, including facts and circumstances in enforcing the law.
- **Quality.** The Board values evidence-based decisions that are legally sound, fiscally responsible, and operationally efficient.
- **Collaboration.** The Board works with other organizations, agencies, groups and individuals to assure the best outcome in reaching its decisions. The Board is also committed to sharing data regarding the nursing workforce.
- **Innovation.** The Board is committed to innovative uses of technology and processes to support the mission of the Board.
- **Diversity.** The Board respects varying perspectives, cultures, and ideas.

The Board's Vision was approved at the November 2008 Board meeting:

The Alabama Board of Nursing will be nationally recognized as a leader in achieving regulation of nursing education and practice.

The FY 2009-2013 Strategic Plan is detailed in Appendix A.

## Board Actions



The Board met each month for a total of eighteen times in FY 2009. The meetings were noticed on the Secretary of State's web site, [www.sos.alabama.gov](http://www.sos.alabama.gov) in accordance with the Alabama Open Meetings Act. In addition to posting on the Secretary of State's web site, the Board's web site contained all the meeting dates as well. Nursing students from Alabama Southern Community College, Troy University, and the University of Alabama at Birmingham attended meetings at various times throughout the year. The Board room has limited visitor space and renovations will include a larger Board room with more seating for visitors and is anticipated in FY 2010.

There are 13 Board members and the qualifications to serve are contained in the Nurse Practice Act. Each year there are available positions and the Board posts information on the Board's web site as well as the Secretary of State's web site. The 13 members review proposed regulations, make policy decisions, and imposes discipline on those individuals who violate the law. The actions taken by the Board in FY 2009 are listed in Appendix B. Board member Susan Lovett-Sheffield from Phil Campbell resigned from the Board in May 2009 due to her relocation to Mississippi. One of the requirements for Board members is to be a resident of Alabama. Monica Cauley from Opp was appointed to complete Ms. Lovett-Sheffield's term.

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One of the most difficult topics and areas for decision involved the financial stability of the Board. The Governor recommended, and the legislature approved, the transfer of \$2.5 million from the Board's trust fund to the general fund in FY 2010. Due to the impact of the upcoming transfer, the Board approved significant reduction in services, elimination of activities of the Center for Nursing, elimination of out-of-state travel except for National Council of State Boards of Nursing (NCSBN) meetings, and cancellation of all subscriptions and dues other than NCSBN. Requests for speakers from the Board that required travel, other than in Montgomery, were denied.

## Open Forum



The Board sets aside one hour of each meeting for Open Forum. The Open Forum provides an opportunity for Board members to hear from individuals or organizations about any topic of interest to the speakers. The Board also has continuing education during the Open Forum sessions related to the work of the Board. During FY 2009, the Open Forum presentations were:

**November 2008:** Becky Bertalan, MSN, RN, and Dr. Deborah Curry of Jacksonville State University presented their research findings related to whether registered nursing programs allow students to administer medications by intravenous push (IVP). The Board discussed the findings with the presenters.

**January 2009:** Debbie Hultquist, RN and Joan MacWilliam, RN, of DaVita presented changes to the federal regulations of End State Renal Disease (ESRD) treatment. Dialysis technicians are not regulated in the State of Alabama and the Board was interested in the federal requirements for non-licensed individuals in dialysis clinics. Carolyn Duck, MSN, RN, of the Alabama Department of Public Health was also present and discussed survey visits to dialysis clinics.

**April 2009:** Mark Wilkerson, Esq., of Wilkerson and Bryan, P.C. serves as the Board's hearing officer in administrative hearings. Mr. Wilkerson and the Board engaged in discussion about various types of cases and the issue of evidence in administrative hearings.

**July 2009:** The Board reviewed a video of the Oprah Winfrey show specific to medical errors. Medication errors and other types of medical errors were presented by various consumers on the panel.

**September 2009:** Kelley Parris-Barnes, Director of the Alabama Department of Child Abuse and Neglect Prevention, discussed a pilot project in Jefferson County, Alabama to reduce deaths from abusive head trauma (shaken baby syndrome) and unsafe sleeping environment. One of the areas of concern is the knowledge base of licensed nurses. The Board agreed to participate and collaborate with the Department to survey nurses about their knowledge level.

**September 2009:** The Board discussed a letter submitted by Dr. Sarah Latham, Chair of the State of Alabama Association of Colleges of Nursing. The organization expressed concern about the Board's decision to suspend the activities of the Center for Nursing due to the anticipated transfer of \$2.5 million from the Board of Nursing Trust Fund to the General Fund.

## Declaratory Rulings



An individual or organization significantly impacted by the Nurse Practice Act or any regulations of the Board can petition the Board for a declaratory ruling to address the issues.



There were no declaratory rulings issued by the Board in FY 2009. Previous declaratory rulings can be found on the Board's web site, [www.abn.alabama.gov](http://www.abn.alabama.gov) under "Nurse Practice Act and Administrative Code." Declaratory rulings in the areas of nursing practice, nursing education, advanced practice and licensure are listed on the web site.

## Sunset Review



The Sunset Review was presented in the FY 2008 Annual Report. During the 2009 Regular Legislative Session, the Nurse Practice Act was amended and the Board continued for four (4) years. The Nurse Practice Act is posted on the Board's web site, [www.abn.alabama.gov](http://www.abn.alabama.gov). In addition to editorial changes, the clause added, at the request of the Board was, "Is unable to safely practice nursing with reasonable skill and safety to patients by reason of illness, inebriation, excessive use of drugs, narcotics, alcohol, chemicals, or any other substance, or as a result of any mental or physical condition." (Ala. Code, 1975, § 34-21-25(b)(1)(e)).

## ABN Administrative Code



The Board of Nursing has a policy to review each chapter in the ABN Administrative Code every three (3) years. During FY 2009, the review of the regulations led to the following actions:

**Rule 610-X-4-.14: Fee Schedule:** The Board added the statutory bad check charge to the fee schedule and also added continuing education registration fees in the event the Board offers continuing education.

**Rule 610-X-5-.10(5): Functions and Activities of Certified Registered Nurse Practitioners:** Amended rule to eliminate countersignature requirement.

**Rule 610-X-5-.21(5): Functions and Activities of Certified Nurse Midwives:** Amended rule to eliminate countersignature requirement.

**Chapter 610-X-10, Continuing Education for Licensure:** The chapter was repealed and replaced with a new chapter. The new chapter became effective March 30, 2009. Deletion of independent study contact hours and changing the CE earning period were the most significant changes to the rules. The CE earning period, as of March 30, 2009, became the same as the license period. Definitions specific to CE were added to the chapter.

**Rule 610-X-2-.10, Definitions, Continuing Education for Licensure:** The definitions for continuing education were amended.

**Rule 610-X-3-.05, Deficiencies:** Amended to correct an error.

**Rule 610-X-4-.07: Licensure by Endorsement:** Amended to delete references to independent continuing education hours.

**Rule 610-X-4-.08, Renewal of License:** Amended to delete reference to independent continuing education hours and to add specific dates for continuing education hours for 2008 RN renewal.

**Rule 610-X-4-.10, Reinstatement of Lapsed License:** Amended to delete references to independent continuing education hours.

Proposed changes to regulations are filed with the Alabama Legislative Reference Service and posted on the Board's web site, [www.abn.alabama.gov](http://www.abn.alabama.gov). If there are global changes to a particular chapter, the Board also uses a list serve method to send proposed changes in regulations to interested individuals and organizations. The proposed rules are posted in the Alabama Administrative Monthly. Public hearings may be held for the Board to receive input into the rules. Once the 35-day notice and comment period ends, the Board reviews the regulations again to determine whether to make changes or keep the original language. If there are substantive changes, the Board approves the rules to go back out for public notice and comment. Following final certification by the Board, the rules become effective 35 days after filing unless the rule specifies a different time frame.

## Licensure



The Board continued to license individuals through examination, endorsement, and reinstatement. The license number helps to determine whether the license holder is an RN or LPN. License numbers for RNs start with a one (1) and for LPNs numbers start with a two (2). The Board continued to receive information that individuals who were unlicensed represented themselves as being licensed. The Board continued to post information on its web site, [www.abn.alabama.gov](http://www.abn.alabama.gov), listing Imposters. The Board issues a Cease and Desist Order to the individual and notifies the District Attorney in that county. The penalty for representing oneself as an RN or LPN, if convicted, is a Class A misdemeanor.

Development of a customized licensing management system began in FY 2009. The current licensing database used by the agency staff is close to ten years old and no longer meets the Board's needs. Implementation is anticipated in FY 2010.

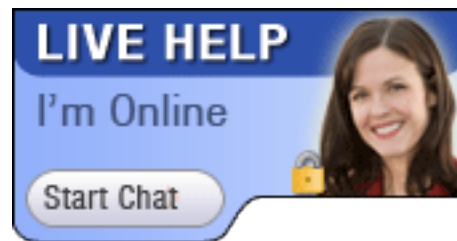
### Types of Licensure/Approval October 1, 2008 – September 30, 2009

License Type	Total	F	M
RN	55,862	51,251	4,611
LPN	18,230	17,347	883
CRNP	1905	1735	170
CRNA	1515	838	677
CNS	94	87	7
CNM	27	27	

### Method of Licensure Application October 1, 2008-September 30, 2009

License Type	Issued By	Manual	Online
LPN	Endorsment	141	267
LPN	Examination	52	660
LPN	Reinstatement	86	254
LPN	Renewal	866	2440
RN	Endorsement	735	854
RN	Examination	116	2794
RN	Reinstatement	139	917
RN	Renewal	144	40282

### Communication with the Board



Live Chat continued to be a successful method of communicating with the Board.

During office hours, agency staff is available for live chat on the Internet. After hours during license renewal, particularly the last day of renewal, live chat was also available. During FY 2009, there were 8,092 interactions with Board staff via Live Chat.

A toll-free 800- telephone number is available so that licensees and others do not have to pay long distance charges in order to communicate with the Board. The call summary for FY 2009 is as follows:

**1-800 CALLS SUMMARY**  
**OCTOBER 1, 2008 – SEPTEMBER 30, 2009**

YEAR	MONTH	TOTAL CALLS	TOTAL MINUTES	COST (\$)
2008	OCTOBER	2,665	7,397	341.02
2008	NOVEMBER	2,336	6,518	300.67
2008	DECEMBER	2,937	8,123	374.56
2009	JANUARY	2,054	5,460	252.16
2009	FEBRUARY	1,666	4,519	208.67
2009	MARCH	1,338	3,672	169.59
2009	APRIL	1,524	4,405	202.96
2009	MAY	2,013	4,001	185.26
2009	JUNE	1,643	4,157	192.28
2009	JULY	1,531	4,126	190.58
2009	AUGUST	1,643	3,931	182.33
2009	SEPTEMBER	2,046	5,115	236.88
<b>TOTALS:</b>				
	2008	13,205	17,335	1,081.12
	2009	15,205	39,386	1,820.71
<b>FY 2009 GRAND TOTALS:</b>		<b>28,410</b>	<b>56,721</b>	<b>\$2,901.83</b>

The Board continues to explore ways to enhance communications with consumers, employers of nurses, and licensees. A Call Center is in the planning phases.

Education of consumers about advanced practice nursing was identified in consumer focus groups as part of the advanced practice research. The Board entered an agreement with Auburn University- Montgomery to develop a marketing plan. Once the transfer of money to the general fund was anticipated, the agreement was suspended.

A complete revision of existing web site started in FY 2009 with the help of staff from the Center for Advancing Technologies at Auburn University-Montgomery.

### Nursing Education Programs



The Board approves pre-licensure nursing education programs. Programs are required to adhere to the standards for nursing programs

set forth in Chapter 610-X-3, Nursing Education Programs of the ABN Administrative Code. There are 25 practical nursing programs (PN), 27 associate degree in nursing programs (ADN), and 15 baccalaureate of science in nursing (BSN) programs approved by the Board. There are 12 programs designated as private schools and 54 programs designated as public schools. The Board's web site, [www.abn.alabama.gov](http://www.abn.alabama.gov), contains a list of all approved nursing education programs with three years of NCLEX® results for each program.

### Deficiencies

To comply with standards set forth in the ABN Administrative Code, Rule 610-X-3-.04(2), graduates of Board-approved schools as a composite of first time writers shall achieve no less than an 80% pass rate on the national licensure (NCLEX®) exam. Nursing education programs that do not meet this outcome standard are issued a Notice of Deficiency.

These notices can be new or continued. Nursing education programs failing to meet the standard for a second time (consecutive years) receive a Notice of Continued Deficiency. Programs issued a notice are given a date to correct the deficiency. Programs are also required to establish a written plan within the specified time and provide reports to the Board as requested to document progress in removing deficiency (ies).

The length of a nursing program's curriculum differs by type of program. Registered nursing programs are usually given two years to correct the deficiency and practical nursing programs are usually given one year. The Board conducts administrative hearing for programs that fail to correct identified deficiencies within the time specified by the Board. For FY 2009 the following programs received new Notices of Deficiency based on NCLEX® results and subsequently submitted plans of improvement to the Board:

Program Name and Type	Pass Rate	Survey Visit
<i>Herzing University – PN</i>	74.4%	1/14/2009
<i>Jacksonville State – BSN</i>	75.5%	9/25/2009
<i>Springhill College – BSN</i>	79.2%	9/15/2009
<i>Bishop State Community College – ADN</i>	75%	9/16/2009
<i>Lawson State Community College – ADN</i>	68.3%	2/20/2009

Herzing University PN program was given until September 30, 2009 to correct the deficiency. Jacksonville State University –BSN, Springhill College – BSN, Bishop State Community College – ADN and Lawson State Community College-ADN were given a correction date deadline of September 30, 2009.

The following programs received Notices of Continued Deficiency for not meeting the passing standard for two consecutive years and were invited to attend a Board meeting to discuss their progress:

- Calhoun Community College ADN program had a 78.8% pass rate for first-time writers in FY 2007. The FY 2008 results were 79.0%.
- Chattahoochee Valley Community College ADN program had a 69.7% pass rate for first-time writers in FY 2007. The FY 2008 results were 69.4%.

These are registered nursing programs received until September 30, 2009 to correct the deficiency. The Board invited both programs to its March 2009 meeting to discuss the continued deficiency and the program's progress.

The Board issued Notice of Correction of Deficiency to Reid State Technical College PN program and Lurleen B. Wallace Community College – MacArthur Campus PN program. Each program corrected its deficiency within the time frame established by the Board.

## New Programs

An institution that plans to establish a new nursing education program submits a letter of intent, a feasibility study and an application to the Board. The application for approval a new program must demonstrate the potential of the program to meet the standards identified in Chapter 610-X-3, Nursing Education Programs of the ABN Administrative Code. A survey is conducted and reported to the Board prior to the Board's deliberation on the application. During FY 2009, the Board reviewed applicants for two new nursing education programs. The Board granted provisional approval to these two programs:

- Virginia College – Mobile –ADN program – provisional approval January 2009.
- Tri State Institute – PN program – provisional approval November 2008.

The Board conducts a survey after receipt of the first fiscal year report of graduates' performance on the national licensure examination to determine if all standards for approval of a nursing education program have been met.

## Nursing Practice



The Board set parameters for nursing practices that exceed basic educational preparation in 2001 with the adoption of the standardized procedure rule. A summary of all procedures beyond basic nursing education

education approved and denied by the Alabama Board of Nursing before and after the adoption of the standardized procedure rule can be viewed on the Chief Nursing Officer page of the Board’s web site, [www.abn.alabama.gov](http://www.abn.alabama.gov).

Each year, the chief nurse submits an Annual Report of Standardized Procedures being performed in the facility/agency/company in accordance with ABN Administrative Code, Rule 610-X-6-.12(6). These reports are compiled to reflect the most frequent procedures beyond basic nursing education performed in each facility type throughout the state. Now that four (4) years of data that has been collected in the same or similar format, trends can be identified.

### Nursing Homes

In Alabama nursing homes, the most frequent procedure performed for the past four (4) years has been reinsertion of a gastrostomy tube in a mature site. This procedure is closely followed by reinsertion of a suprapubic catheter in a mature site and access, care and management of central lines including peripherally inserted central lines (PICC) and ports.

NURSING HOMES PROCEDURES	RANKING IN YEARLY REPORTS			
	2009	2008	2007	2006
Gastrostomy Tubes, Reinsertion Mature Site	1	1	1	1
Suprapubic Catheters, Reinsertion in Mature Site	2	3	2	3
Central Lines, Ports & PICCs: Access, Care & Management	3	2	3	5
Wound Vac: Application & Management	4	4	5	7
Nasogastric Tube: Insertion by LPN	5	5	4	4
Debridement of Pressure Ulcers: Chemically, Enzymatically & by ET Nurse	7	7	6	8
Colostomy/Ostomy Management	8	8	9	0
Tracheotomy Tubes: Changing & Reinsertion Mature	6	6	7	6
Wound Assessment: Staging & Measurement	9	9	0	0
Resuscitation: Defibrillation	10	10	8	10

### HOSPITALS

At the request of facilities and with approval from the Board, the report of standardized procedures in hospitals was further separated by the number of licensed beds.

#### Hospitals <50 beds

In Alabama hospitals with less than 50 beds, the most frequent procedure beyond basic education reported as being performed for the past four (4) years has been resuscitation followed closely by endotracheal intubation. Other procedures beyond basic education that have consistently remained

in the top 10 include changing and reinsertion of tracheotomy tubes in a mature site; cardioversion; reinsertion of gastrostomy tubes in a mature site; access, management of central lines including PICCS and ports; moderate sedation; insertion and removal of nasogastric tubes by LPNs; arterial puncture; and application of temporary external pacemakers.



Hospitals <50 beds	RANKING in YEARLY REPORTS			
PROCEDURES	2009	2008	2007	2006
Resuscitation: Defibrillation, ACLS	1	1	1	1
Endotracheal Intubation	2	2	2	3
Tracheotomy Tubes: Changing & Reinsertion Mature	3	7	4	8
Cardioversion	4	3	3	4
Gastrostomy Tubes: Reinsertion of Mature )	5	5	5	6
Central Lines, Ports & PICCs: Access, Management & Removal of PICC	6	4	6	9
Sedation: Moderate	7	6	8	7
Nasogastric Tube: Insertion & Removal by LPN	8	10	9	10
Arterial Puncture	9	8	10	0
Pacemakers: Application of Temporary External	10	9	7	5

## Hospitals 50-100 beds

In Alabama hospitals with 50-100 beds, the most frequent procedure beyond basic education reported as being performed for the past four (4) years has been resuscitation. Other procedures beyond basic education that have consistently remained in the top 10 include access and management of central lines including PICCs and ports; moderate sedation; application of temporary external pacemakers; reinsertion of gastrostomy tubes in a mature site; cardioversion; changing and reinsertion of tracheotomy tubes in a mature site; insertion and removal of nasogastric tubes by LPNs; endotracheal intubation; and administration of local anesthetics.

Hospitals 50-100 beds	RANKING in YEARLY REPORTS			
PROCEDURES	2009	2008	2007	2006
Resuscitation: Defibrillation, ACLS, PALS, NRP	1	1	1	1
Central Lines, Ports & PICCs: Access, Management & Removal of PICC	2	3	4	3
Sedation: Moderate	3	2	3	4
Pacemakers: Application of Temporary External & management	4	8	8	7
Gastrostomy Tubes: Reinsertion of Mature	5	5	7	0
Cardioversion	6	4	2	5
Tracheotomy Tubes: Changing & Reinsertion Mature	7	6	5	8
Nasogastric Tube: Insertion & Removal by LPN	8	7	9	0
Endotracheal Intubation	9	9	6	10
Anesthetic: Administration of Local	10	10	10	9

## Hospitals 101-300 beds

In Alabama hospitals with 101-300 beds, the most frequent procedure beyond basic education reported as being performed for the past four (4) years has been resuscitation followed closely for the past two (2) years with moderate sedation, and access and management of central lines including PICCS and ports. Other procedures beyond basic education that have consistently remained in the top 10 include obtaining cardiac outputs through hemodynamic monitoring and pulmonary artery catheters; cardioversion, neonate nursing procedures; administration of chemotherapy; labor and delivery nursing procedures; care and removal of arterial/venous sheaths; and insertion, management and removal of endotracheal tubes.

Hospitals 101-300 beds	RANKING in YEARLY REPORTS			
PROCEDURES	2009	2008	2007	2006
Resuscitation: Defibrillation, ACLS, PALS, NRP	1	1	1	4
Sedation: Conscious	2	2	5	2
Central Lines, Ports & PICCs: Access, Management & Removal of PICC	3	3	2	0
Cardiac Outputs, Hemodynamic Monitoring & PA Catheters	4	4	6	7
Cardioversion	5	6	3	10
Neonate Nursing Procedures	6	7	0	6
Chemotherapy: Administration of	7	5	4	8
Labor & Delivery Nursing Procedures	8	8	10	1
Arterial/Venous Catheter Sheath: Care, Removal	9	10	9	0
Endotracheal Tube: Insertion, Management and removal	10	0	10	0

## Hospitals 301-400 beds

In Alabama hospitals with 301-400 beds, the most frequent procedure beyond basic education reported as being performed for the past four (4) years has been neonate nursing procedures. Other procedures beyond basic education that have consistently remained in the top 10 include care and removal of arterial/venous catheter sheaths; administration of chemotherapy; moderate sedation; CRRT and dialysis; application of temporary external pacemakers; resuscitation; labor and delivery nursing procedures and obtaining cardiac outputs through hemodynamic monitoring and pulmonary artery catheters. Procedures beyond basic education that were added by the chief nursing officers for 2009 were cardioversion and access and management of central lines including PICCS and ports.

Hospitals 301-400 beds	RANKING in YEARLY REPORTS			
PROCEDURES	2009	2008	2007	2006
Neonate Nursing Procedures	1	2	2	2
Arterial/Venous Catheter Sheath: Care, Removal	2	4	5	0
Chemotherapy: Administration of	3	6	9	10
Sedation: Moderate	4	7	8	8
CRRT, Dialysis	5	9	0	0
Pacemakers: Management & Application of External	6	9	4	4
Resuscitation: Defibrillation, ACLS, PALS, NRP	7	0	7	7
Labor & Delivery Nursing Procedures	8	2	1	1
Cardiac Outputs, Hemodynamic Monitoring & PA Catheters	9	3	3	3
Cardioversion	10			
Central Lines, Ports & PICCs: Access, Management & Removal of PICC	10			

## Hospitals >400 beds

In Alabama hospitals with more than 400 beds, the most frequent procedure beyond basic education reported as being performed for the past four (4) years has been access and management of central lines including PICCs and ports. Other procedures beyond basic education that have consistently remained in the top 10 include administration of chemotherapy; moderate sedation; labor and delivery nursing procedures; care and removal of arterial/venous catheter sheaths; obtaining cardiac outputs through hemodynamic monitoring and pulmonary artery catheters; resuscitation; surgery nursing procedures. Procedures beyond basic education that were added by the chief nursing officers for 2009 were CRRT and dialysis; intracranial pressure monitoring and management; and neonate nursing procedures.

Hospitals >400 beds PROCEDURES	RANKING in YEARLY REPORTS			
	2009	2008	2007	2006
Central Lines, Ports & PICCs: Access, Management & Removal of PICC	1	1	2	8
Chemotherapy: Administration of	2	2	3	9
Sedation: Moderate	3	3	4	4
Labor & Delivery Nursing Procedures	4	6	7	1
Arterial/Venous Catheter Sheath: Care, Removal	5	4	0	0
Cardiac Outputs, Hemodynamic Monitoring & PA Catheters	6	5	1	3
Resuscitation: Defibrillation, ACLS, PALS, NRP	7	7	8	0
Surgery Nursing Procedures	8	8	5	6
CRRT, Dialysis	9	0		
ICP Monitoring & Management	10	10	0	0
Neonate Nursing Procedures	10			2

## Ambulatory Surgery Centers

The most frequent procedure performed in Alabama ambulatory surgery centers for the past four (4) years has been the circulating nurse activities and procedures. This procedure is closely followed by moderate sedation; scrub nurse activities and procedures; equipment and patient safety procedures; resuscitation; specimen handling and management; surgical counts of needles, sponges, sharps and instruments; performing 12 lead EKGs; operating and assisting with equipment; and infection control.

Ambulatory Surgery PROCEDURES	RANKING in YEARLY REPORTS			
	2009	2008	2007	2006
Circulating Nurse Activities/Procedures	1	2	1	1
Sedation	2	1	4	3
Scrub Nurse Activities/Procedures	3	3	2	2
Safety: Equipment & patient	4	4	5	4
Resuscitation: ACLS	5	5	8	9
Specimen Handling & Management	6	6	3	6
Surgical Counts: Needles, Sponges, Sharps, Instruments	7	8	6	7
EKGs: Performing 12 lead	8	7	7	8
Equipment : Assisting With & Operating	9	9	9	5
Infection Control	10	10	10	0

## Home Health

The most frequent procedure performed in home health in Alabama for the three years of 2006-2008 was the reinsertion of gastrostomy tube in a mature site. In 2010, this procedure was second and the most frequent procedure beyond basic education reported was the changing and reinsertion of tracheostomy tubes in a mature site. These procedures are closely followed by access and management of central lines including PICCS and ports; reinsertion of suprapubic catheters and nephrostomy tubes in a mature site; care and maintenance of wound vacs®; administration of IGG; IVIG, Dobutamines, Inotropics, and pain management; chest and pleural-peritoneal tube management; administration of local anesthetics with IV/sq/IM injections; Insertion and removal of nasogastric tubes; and enzymatic and chemical debridement of pressure ulcers.

Home Health PROCEDURES	RANKING in YEARLY REPORTS			
	2009	2008	2007	2006
Tracheostomy Tubes: Changing & Reinsertion of Mature	1	2	2	3
Gastrostomy Tubes: Reinsertion of Mature	2	1	1	1
Central Lines, PICCS, VAD: Access, Maintenance & Care, Removal of PICC	3	4	4	4
Suprapubic Catheters & Nephrostomy tubes: Reinsertion of Mature	4	3	3	2
Wound Vacs: Care & Maintenance	5	5	5	8
Administration of IGG, IVIG, Dobutamines, Inotropics, Pain Management	6	0	0	0
Chest & Pleural-Peritoneal Tube Management	7	7	0	0
Anesthetic: Local with IV/sq/IM injection	8	6	0	0
Nasogastric Tubes: Insertion/Removal	9	8	7	7
Debridement of Pressure Ulcers: Chemically, Enzymatically & ET Nurse	10	9	6	10

## Hospice

Alabama hospice agencies reported the most frequent procedures performed for the four years of 2006-2009 was the access and management of central lines including PICCS and ports; reinsertion of gastrostomy tubes in mature sites; pain management to include po, sq, IV, rectal, transdermal medications and nebulized morphine; reinsertion of suprapubic catheters in mature sites; and the changing and reinsertion of tracheostomy tubes in mature sites. In 2009 the additional procedures beyond basic education were added that included wound assessment and care; chemical and enzymatic wound debridement; insertion and removal of nasogastric tubes, management and care of ostomies and colostomies; and care and maintenance of wound vacs®.

Hospice PROCEDURES	RANKING in YEARLY REPORTS			
	2009	2008	2007	2006
Central Lines, PICCS, VAD: Access, Maintenance & Care, Removal of PICC	1	1	2	2
Gastrostomy Tubes: Reinsertion of Mature	2	2	3	3
Pain Management: PO, SQ, IV, Rectal, Transdermal, Nebulized MS	3	3	1	1
Suprapubic Catheters: Reinsertion of Mature	4	4	4	4
Tracheostomy Tubes: Changing & Reinsertion of Mature	5	5	2	3
Wound Assessment & Care	6	6	0	0
Wound Debridement: Chemically, Enzymatically	7	7	0	0
Nasogastric Tubes: Insertion/Removal	8	8	0	0
Ostomy/Colostomy: Management & Care	9	9	0	0
Wound Vacs: Care & Maintenance	10	10	0	0

## Medical Transport

Medical transport companies that provide an advanced level of service with aeromedical crews and critical care crews began the reporting of standardized procedures beyond basic education with the FY 2008 Annual Report. The top procedure beyond basic education reported was endotracheal and nasal intubation. Other procedures beyond basic education performed include IV access by intraosseous, external jugular and umbilical; mechanical ventilation; airway management with combitubes, LMAs (Laryngeal mask airways) and King airways; the needle decompression of tension pneumothorax, needle cricothyrotomy; gastric decompression; rapid sequence intubation or drug assisted intubation; administration of neuromuscular blockers and paralytics; and resuscitation.

Medical Transport PROCEDURES	RANKING in YEARLY REPORTS	
	2009	2008
Intubation: Endotracheal & Nasal	1	1
IV Access: IO, External Jugular, Umbilical	2	5
Ventilation: Mechanical	3	4
Airway Management: Combitube, LMA (Laryngeal mask airway), King	4	3
Needle Decompression of Tension Pneumothorax	5	2
Cricothyrotomy: Needle	6	8
Gastric Decompression	7	7
DAI/RSI	8	8
Administration of Neuromuscular Blockers & Paralytics	9	5
Resuscitation: ACLS, PALS, NRP	10	10

## Advanced Practice Nursing



Advanced practice nursing (APN) includes four categories of specialty practice for registered nurses: certified nurse midwife (CNM), certified registered nurse anesthetist (CRNA), certified registered nurse practitioner (CRNP), and clinical nurse specialist (CNS). During FY 2009, the Board granted initial approval as advanced practice nurses to 269 RNs. At the end of the fiscal year, 3,474 RNs held active approval for advanced practice nursing.

Prior to Board approval in any advanced practice nursing category, a registered nurse must complete graduate academic nursing education leading to a master's degree or higher in one advanced practice nursing specialty, and hold national certification in the specialty. A registered nurse who completes graduate nursing education and specialty certification in more than one advanced practice nursing category may qualify for approval in the additional respective category.

APN Category	Initial Approval FY 2009	Active on 9/30/2009
CNM	1	27
CRNA	81	1487
CRNP	182	1863
CNS	5	97
Total	269	3474

The Board grants approval for advanced practice nursing on the same two-year license cycle as the RN license period (January 1, 2009 through December 31, 2010). Renewal of approval as an advanced practice nurse for the subsequent two-year license period requires renewal of the RN license, continuing education requirements for both the RN license and the APN specialty, and on-going national certification.



The Board requires primary source verification from the national certifying organization to confirm initial certification and recertification for each advanced practice nursing specialty. Practicing as an advanced practice nurse without current approval from the Board of Nursing is a violation that results in disciplinary action against the RN license.

### Collaborative Practice for CRNPs and CNMs

The Board of Nursing has the sole authority to determine the qualifications of Certified Nurse Midwives and Certified Registered Nurse Practitioners. CRNPs and CNMs are required to practice within an approved collaborative practice agreement with a qualified physician. The Alabama Board of Medical Examiners determines physician qualifications.

The CNM or CRNP may have separate collaborative practice agreements with one or more physicians. A CNM or CRNP who does not have Active approval for collaborative practice with a physician may maintain the Certificate of Qualification with the Board of Nursing, indicating he or she is eligible to apply for collaborative practice with a qualified physician.

#### Status on 9/30/2009

	<b>CNM</b>	<b>CRNP</b>
Not in Collaborative Practice, Certificate of Qualification	8	254
Collaborative Practice with One Physician	17	1281
Collaborative Practice with Two or More Physicians	2	311
<b>Total</b>	<b>27</b>	<b>1863</b>

### Joint Committee for Advanced Practice Nursing

The Board of Nursing and the Board of Medical Examiners receive recommendations from the Joint Committee for Advanced Practice Nursing regarding collaborative practice of CRNPs, CNMs, and physicians. Each Board appoints three members to the committee, with a staggered schedule of three year appointments. The committee met six times in FY 2009.

#### **FY 2009**

##### **ABN Members**

Diana Dowdy, MN, RN, CNM, Huntsville  
 Sylvia Nobles, MSN, CRNP, Dothan  
 James Raper, DSN, JD, CRNP, Birmingham

##### **ABME Members**

George C. (Buddy) Smith, Jr., MD, Lineville  
 George C. Smith, Sr, MD, Lineville  
 Paul Nagrodzki, MD, Birmingham

During FY 2009, the Board of Nursing, in conjunction with the Board of Medical Examiners, approved 565 applications for collaborative practice and 105 applications to modify existing collaboration agreements.

## Collaborative Practice Agreements with Physicians

<b>Approval in FY 2009</b>	<b>CNM</b>	<b>CRNP</b>
New Agreements	3	562
Modification to Existing Agreement	0	105
Active Collaborative Practice Agreements on 9/30/2009	19	2000

In addition to the committee's review of collaborative practice agreements, the two Boards accepted these recommendations from the Joint Committee during FY 2009:

- Revised the Collaborative Practice application form to include the option for the collaborating physician to implement a written policy for the delegation of medication administration and injections to unlicensed personnel in remote collaborative practice sites. The policy must be submitted as a part of the Collaborative Practice Protocol and maintained on-site in the remote practice site. During FY 2009, 292 collaborating physicians and CRNPs /CNMs submitted a revised collaboration agreement with this policy.
- Adopted policies and criteria to expedite Board action on applications for Collaborative Practice without direct review by the Joint Committee. The Board implemented policies for the following applications:
  1. Add covering physician(s) to an existing collaborative practice.
  2. Applications for collaborative practice that meet the following criteria:
    - Standard protocol and standard formulary
    - Practice site in the physician's principal site, hospital, skilled nursing facility, assisted living facility, or county health department

- Covering physician
- Revised the parameters for central line insertion by CRNP in acute care settings, including Adult Acute Care NP and Pediatric Acute Care NP by deleting the limitation on intended duration for use of the line. For patients of all ages, CRNPs and physicians should refer to guidelines of the Centers for Disease Control and Prevention and nationally recognized guidelines for best practice standards on duration, maintenance and removal of central lines.
- Granted exemption to Dr. Kenneth Harris, of Lee Obstetrics and Gynecology, relieving Dr. Harris of the duty for quarterly visit the remote practice site at Tuskegee Prenatal Clinic. The CRNPs and CNM work on-site with Dr. Harris and approved covering physicians four days weekly. The Tuskegee Prenatal Clinic is open only four hours, one day per week.
- Granted exemption to Dr. Gary Daniel and Sharron Boatwright CRNP from the requirement for collaboration time equal to ten per cent (10%) of Ms. Boatwright's scheduled hours at the Tennessee Valley Authority, Power Service Shop, Health Station at Muscle Shoals, Alabama. Dr. Daniel is on-site with Ms. Boatwright four hours monthly, and available by telephone at all times when she is in clinic.

## Continuing Education



The Board, by law, is required to offer continuing education and to require continuing education for license renewal. Due to changes in allocation of resources, Carolyn Morgan, MSN, RN, Nurse Consultant for Nursing Practice, assumed responsibility for continuing education in FY 2009 as Katie Drake-Speer, MSN, RN was moved to the Nurse Consultant for Nursing Education position. Changes in processes and review of the continuing education programs occurred. Regulations were changed and became effective in March 2009 that eliminated distinctions between independent study and attended programs. The Board also worked on updating the software associated with Board-approved providers' submitting licensee attendance electronically.

## Continuing Education Provider Workshop

The Board held a continuing education workshop for Board-approved providers on May 14, 2009 at the Montgomery Marriott Prattville Hotel and Conference Center at Capitol Hill in Prattville, Alabama with over 250 participants. Continuing education providers received an overview of the continuing education rules revised in March 2009. The steps for development of course outline approval as well as how to write measurable learning objectives was presented. Also included was discussion of how to accomplish electronic transfer of class information to the Board and anticipated new software updates. Providers learned that the revised rule requires that the provider number as well as the expiration date must be included on course announcements, certificates, records and reports. Qualifications and standards for Board Approved Providers as found in ABN Administrative Code, Rule 610-X-10-.06 were discussed to include the problematic components of the renewal and reinstatement applications.

The most problematic component discussed was the providers' recognizing the difference between evaluation of the educational unit objectives and individual program objectives. Audits of licensees and providers conducted by Board staff as directed by ABN Administrative Code, Rule 610-X-10-.07 were discussed. Record maintenance included discussion of the rule requiring records to be maintained for a minimum of four (4) years including when the provider number is retired or when the business ceases operation.

## Continuing Education Audits

In September 2008, staff began to review manual entries made by nurses from October 1, 2006 thru September 2008. The query resulted in 7,936 manual entries of which manual entries by RNs totaled 5,778 and manual entries by LPNs totaled 2,158. Staff was able to resolve all but thirty-six (36) of the manual entries by RNs and eleven (11) manual entries by LPNs before forwarding to the legal division for possible discipline action. In January 2009, all nurses who failed or did not respond in a timely manner to the 2006 RN Audit were selected

for the 2008 RN audit. In addition, thirty-six (36) RNs from the audit of manual entries were included resulting in a pool of 150 nurses. Three registered nurses did not respond to Notices of Audit and were forwarded to the ABN legal division.

In September 2009, in preparation for the 2010 LPN License Renewal, an audit of Board-approved providers was conducted during which it was discovered that sixty-nine (69) Board-approved providers of continuing education had duplicated class entries ranging from 1 -1222 duplications per provider. LPNs with duplications on their individual CE record totaled 645. These LPN licensees were notified by electronic mail and postal mail (if electronic mail was unavailable) to allow the LPN to have the required twenty-four (24) unduplicated contact hours for license renewal. All providers with duplications were provided with notice of the duplication(s) and directions to correct the duplications. The fourteen (14) providers with more than ten (10) duplications were required to submit a corrective action plan to ensure the duplication will not be repeated.

## Legal Division



The Legal Division of the Alabama Board of Nursing conducts investigations, institutes disciplinary proceedings, and enforces Orders of the Board following the Board's receipt of licensee self reports or written complaints which allege that a licensee has violated the Nurse Practice Act. This division is led by the Board's General Counsel and is comprised of four operational sections: investigations, prosecution, probation monitoring and the Board's Voluntary Disciplinary Alternative Program (VDAP). At the end of FY 2009, there were 748 open cases.

## Investigations and Prosecution

The Board received 1,475 written complaints against licensed nurses and applicants for licensure in FY 2009. Following an investigation, 379 cases were closed without action. Cases which resulted in disciplinary proceedings were either resolved through informal resolution via a Consent Order or through a formal hearing following issuance of a Statement of Charges and Notice of Hearing.

In FY 2009, the Board disciplined the licenses of 528 nurses, denied the applications of two applicants for licensure by examination, and denied the applications of four applicants who sought reinstatement of a revoked license. A majority of cases which resulted in the revocation of a license had an assigned violation of probation violation.

**Probation Monitoring**

A license status of active/probation permits a licensee to engage in the monitored practice of nursing pursuant to specified conditions as set forth by the Board in an Order. Enforcement of Board Orders occurs through the Board’s probation monitoring program. If a licensee fails to comply with requirements set forth in an Order, the licensee is subject to additional disciplinary action. Employers participate in the monitoring of licensees who have a license status of probation by designating an employment monitor and by submitting a quarterly performance report on the licensee to the Board. During FY 2009, 53 licensees were disciplined due to a probation violation. At the end of FY 2009, there were 329 licensees being monitored through probation of their licenses.

**Voluntary Disciplinary Alternative Program (VDAP)**

In FY 2009, 130 complaints were closed with agreements for the Board’s Voluntary Disciplinary Alternative Program (VDAP). The intent of this program is to promote early identification, intervention, treatment, and rehabilitation of any licensed nurse whose competence is found to be impaired or compromised because of the use or abuse of drugs, alcohol, controlled substances, chemicals, or other substances or as a result of a physical or mental condition rendering the person unable to meet the standards of the nursing profession. Participation in the program by eligible licensees provides a voluntary alternative to traditional disciplinary actions. Program participants must agree to cease nursing practice immediately and not return to practice until the treatment provider and VDAP staff agrees the nurse is able to safely resume practice; acknowledge, in writing, the extent of their disease process and its effect on their nursing practice; and agree, in writing, to all terms in a VDAP Agreement. If a licensee violates the VDAP Agreement,

the licensee may be subject to discipline by the Board. During FY 2009, 42 VDAP participants’ licenses were disciplined due to a violation of a VDAP Agreement. At the end of FY 2009, there were 328 participants in the Board’s Voluntary Disciplinary Alternative Program (VDAP). A review of the rules for this program began in FY 2009.

**Substance Abuse**

The most common cause for discipline against a licensed nurse is substance abuse. In FY 2009, substance abuse was the assigned violation for 126 disciplinary actions. This violation includes licensees who stole drugs from the work setting for self-use, fraudulently obtained prescription medication for self-use, tested positive on a drug screen requested by an employer, or were impaired while on duty. Random and reasonable suspicion drug screens by employers resulted in the discipline of licensees who tested positive for unauthorized or illegal drugs or substances.

**Substandard Practice**

Substandard practice is the second most common reason a licensee is disciplined. Substandard practice was the assigned violation for 70 disciplinary actions in FY 2009. A substandard practice violation includes improper nursing judgment, falsification of records, diversion/theft of controlled drugs with no admission of or diagnosis of a substance abuse disorder, and omission of care. In FY 2009, licensees who were disciplined for substandard practice included five licensees who had prior discipline for a Nurse Practice Act violation. Additionally, five licensees who were disciplined for substandard practice were also guilty of fraud or deceit on a licensure application due to their failure to disclose that they had an open investigation or had a criminal history. In a majority of cases, the disciplinary action for substandard practice was probation of the license. In instances where suspension of the license was imposed, the licensee was required to complete continuing education or undergo a comprehensive evaluation for chemical dependency, physical and mental health prior to returning to practice.

Activities of the legal division for FY 2009 are listed in Appendix D.



The Board established a Center for Nursing in FY 2005. The Center for Nursing had a focus on nursing workforce issues; school nursing research; continuation of advanced practice nursing research through a grant from the National Council of State Boards of Nursing, Inc.; and research into electronic submission of continuing education information from Board-approved providers. The Board made the difficult decision to cease activities of the Center for Nursing in FY 2009 due to the impending transfer of Board of Nursing Trust Fund monies to the General Fund in FY 2010. Program Director Dr. Allison Terry left the Board in August 2009 and subsequent research planning ceased.



### Comparison of Revenues and Expenditures to Budget

The revenue budget developed for fiscal year 2009 projected revenues of \$4,907,800. Actual revenues received in the Board of Nursing Trust Fund totaled \$6,282,919.70, or 129.20% of budgeted revenues. The excess of revenues received over budget was \$1,375,119.70. All revenue categories (Licenses and Permits, Examination Fees, Miscellaneous Fees) were ahead of budgeted projections for fiscal year 2009.

The expenditure budget developed for fiscal year 2009 proposed expenditures of \$5,640,021. In addition, the State Finance Office allowed for the reversion and re-appropriation of any fiscal year 2008 appropriations not expended. The amount rolled forward to the fiscal year 2009 budget was \$1,766,967, for an expenditure budget total of \$7,406,988. In December the State Finance Office announced the Deficit Prevention Plan, requiring agencies to reduce their expenditure budgets by 10%. This resulted in a budget reduction of \$740,699. The final proposed budget for fiscal year 2009 was \$6,666,289 after all adjustments outlined above were made.





The breakdown of revenues and expenditures for fiscal year 2009 are as follows:

Revenues:

Licenses and Permits	\$ 5,193,520.00
Examination Fees	\$ 491,985.00
Board Penalties	\$ 132,910.00
Miscellaneous Fees	\$ 358,816.80
Other Revenues	\$ 105,687.90
<b>Total Revenues</b>	<b>\$ 6,282,919.70</b>

Expenditures:

Salaries and Benefits	\$ 3,089,713.67
Travel Expenses	\$ 74,905.07
Operating Expenses	\$ 1,787,195.13
Equipment Purchases	\$ 138,548.97
<b>Total Expenditures</b>	<b>\$ 5,090,362.84</b>

### Internal Audits

During FY 2009, finance staff conducted internal audits of expenditures, revenues, and the licensing process. Auditing included receipt of the completed application and fee through issuing the license and imaging the records. Comparisons of requirements for licensure and the application were reviewed to assure that only qualified applicants were licensed. The internal audit process is useful in determining performance measures outlined in the strategic plan.

### Dishonored Checks

The Board began accepting personal checks as payment for fees and fines in 2001 based on legislative action giving the Board the legal authority to do so. The Board does not accept counter checks, third party checks or checks drawn on out of state banks. License verifications and fines are not payable by personal check. Starting with RN renewal in FY 2009 licensees were required to renew online and pay by electronic means.

The breakdown of dishonored checks received during fiscal year 2009 follows:

Revenue Type	No. of checks	Amount of Checks	Amount of Bad Check Fees	Total Due
Reinstatement - Lapsed	1	200.00	30.00	230.00
Initial AP Certification	1	150.00	30.00	180.00
Endorsement	1	85.00	30.00	115.00
Disciplinary Fine	1	600.00	30.00	630.00
Change/Add Collaboration	2	100.00	60.00	160.00
<b>TOTAL</b>	<b>6</b>	<b>1,135.00</b>	<b>180.00</b>	<b>1,315.00</b>

### Post-Baccalaureate Nursing Scholarships

The Board was appropriated \$57,000 for Post-Baccalaureate scholarships for FY 2009. In December 2008 and August 2009 proration was announced and the amount was reduced by a total



of 11% for FY 2009. The Board awarded \$50,730 to 15 recipients. The law requires the Board to distribute the scholarship recipients in a diverse geographic distribution if possible.

Requirements for eligibility for a post-baccalaureate nursing scholarship were:

- An active, unencumbered Registered Nurse license,
- Admission to a Masters or Doctorate degree in nursing or nurse anesthesia in an accredited school of nursing in Alabama,
- Agreement to complete a commitment of one year of nursing practice in Alabama following graduation.

The Post-Baccalaureate Nursing Scholarship recipients for fiscal year 2009 were:

Name	City of Residence	School of Nursing	Degree
Idena R Beckwith	Florence	USA	DNP
Julie Gay	Calera	Samford	MSN
Wendy Higginbotham	Weogufka	JSU	MSN
Gloria M Jones	Franklin	USA	MSN
Lauren L Kilcrease	Troy	Troy	MSN
Lori S Maness	Sylacauga	UA	MSN
Sherry D Marbury	Leeds	UAB	DNP
Andrea D Mayberry	Russellville	UA	MSN
Lori W McGarth	Cullman	UAH	DNP
Vanessa D Mills	Demopolis	UA	MSN
Claudia M Reed	Mobile	USA	MSN
Leslie A Smith	Montgomery	USA	MSN
Keicia E Tilley	Reform	UAB	MSN
Cynthia M Turner	Huntsville	UAB	DNP
Jennifer W Williams	Valley	USA	MSN

## Nursing Instructor Scholarships

The Board was appropriated \$200,000 for Nursing Instructor scholarships for FY 2009. In December 2008 and August 2009 proration was announced and the amount was reduced by a total of 11% for fiscal year 2009. The Board awarded \$169,571 to 40 recipients.



Requirements for eligibility for a nursing instructor scholarship were:

- *An active, unencumbered Alabama registered nurse license.*
- *Admission to a college or university for an advanced degree enabling the recipient to teach nursing in Alabama colleges or universities.*
- *Agreement to complete a commitment of teaching nursing full-time in an Alabama college or university for one year following graduation*

The Nursing Instructor Scholarship recipients for fiscal year 2009 were:

<b>Name</b>	<b>City of Residence</b>	<b>School of Nursing</b>	<b>Anticipated Degree</b>
Donna M Campbell	Remlap	UAB	Ph.D
Marsha A Cannon	Linden	UA	Ed.D
Tonya L Caypless	Wadley	JSU	MSN
Shawneen M Collins	Opelika	Samford	MSN
Cindy L Danley	Sylacauga	USA	DNP
Crystal M Fuller	Sylacauga	USA	DNP
Elizabeth A Gullledge	Southside	UAB	Ph.D
Suprior R Harris	Mobile	UAB	Ph.D
Stacey G Hart	Section	UA	Ed.D
Cassaundra Henderson	Montgomery	ASU	Ed.D
Lynn S Hogan	Madison	UAH	DNP
Tricia K Huey	Daphne	USA	DNP
Susan C Hunt	Auburn	UAB	Ph.D
Antonina G Jackson	McCalla	UA	Ed.D
Loretta Jones	Mobile	UAB	Ph.D
Tara R Jones	Alexander City	Samford	DNP
Tera M Kirkman	Florence	UA	Ed.D
Loretta T Lee	Trussville	UAB	Ph.D
Nicole E Lockhart	Crane Hill	UA	Ed.D
Melissa D Mays	Russellville	UAB	DNP
Mary C Medendorp	Decatur	UNA	MSN
Kristen M Osborn	Birmingham	UAB	DNP
Leslie F Palardy	Tuscaloosa	UA	DNP
Vicki G Pierce	Florence	UA	Ed.D
Christopher E Reed	Waverly	Troy	MSN
Bettina M Riley	Birmingham	UAB	Ph.D
Sybil V Roark	Athens	USA	DNP

Dale D Robie	Cropwell	JSU	MSN
Cathy A Roche	Birmingham	UAB	Ph.D
Heather J Sobko	Crane Hill	UAB	Ph.D
Carol K Stapleton	Loxley	USA	MSN
Katrina D Swain	Vestavia	UA	Ph.D
Nancy A Swan	Parrish	JSU	MSN
Leigh Ann Tubbs	Northport	UA	Ed.D
Susan L Tucker	Gadsden	UA	Ed.D
Penni I Watts	Birmingham	UAB	Ph.D
Myrna D Williamson	Crossville	UA	Ed.D
Elizabeth L Wright	Birmingham	UAB	Ph.D
Stephanie D Wynn	Tuscaloosa	USA	DNP
Alice B Younce	Mobile	USA	DNP

The staff in the Finance section of the Board spent time reviewing previous recipients' records to assure that compliance with requirements was met. Collection of the scholarship dollars disbursed to those who failed to meet the requirements of practicing or teaching in Alabama for one year after graduation occurred. Enforcement of promissory notes and scholarship agreements received increased attention in FY 2009.

**National Council of State  
Boards of Nursing, Inc**



The Board is a member of the National Council of State Boards of Nursing, Inc. (NCSBN). Dr. Pam Autrey was elected to the NCSBN Board of Directors at the August 2009 Annual Meeting. Board members attended the midyear and annual meeting. Information about NCSBN can be obtained from [www.ncsbn.org](http://www.ncsbn.org).

**Appendix A:  
FY 2009-2013  
Strategic Plan**





**Licensing: Assure that licensing of qualified individuals for the practice of nursing occurs in a timely, technologically-advanced, cost-effective manner to increase the availability of licensees while protecting the public.**

Performance Measures:

- 100% of applicants that are licensed are qualified according to the law.
- 100% of completed applications are accurately processed within established time frames.

Strategies:

- Review NCSBN template for business continuity during a disaster. **FY 2009**  
*In process.*
- Evaluate nurse licensure compact. **FY 2010**
- Develop and implement a business continuity plan. **Ongoing**  
*There is a draft business continuity plan and it was presented to the Board in FY 2008. There are still some areas of concern that have to be addressed but the plan is to complete the development in FY 2010. Administrative staff reviewed Governor's directive to have continuity of operations plan in place by June 1, 2010.*
- Review curriculum requirements and evaluate how to address licensure of those individuals licensed in other states by equivalency. **FY 2009**  
*Discussion regarding those applicants who complete a portion of an RN program, go to Florida and take the NCLEX-PN exam and attempt to endorse into Alabama was discussed at December 2008 work session. Numbers of applications for those with "equivalency" education are increasing although the numbers are still small. Letters sent to those applicants who were licensed by equivalency. Added a question to the online endorsement application asking if the applicant graduated from a nursing program and if the answer is no, does not allow them to go forward with the application.*
- Review NCSBN's Uniform Core Licensure Requirements. **FY 2009-2010**  
*Andy Stewart, Barbara Johnson, and Leslie Vinson attended an NCSBN meeting in Chicago in November 2008 related to the UCLR. UCLR spreadsheets were distributed to Board members at the December work session. NCSBN will have a committee reviewing the UCLR in FY 2009. Received recommendations from NCSBN and reviewed by the Board at the October Board meeting. Comments submitted to NCSBN.*

**Nursing Education Program Approval: Enforce standards and outcomes for nursing education programs in a timely, technologically-advanced, cost-effective manner to promote preparation of qualified candidates for licensure.**

Performance Measures:

- 
- 100% of nursing education programs are monitored for compliance according to established law.
- 100% of non-compliant nursing education programs receive notice of areas of non-compliance with an offer of consultation from Board staff.
- 100% of nursing education programs that do not comply with established standards in the time frame specified by the Board have a hearing as required by law.

#### Strategies:

- Review and analyze nursing education annual reports. **Annually**  
*Initial analysis has occurred and program directors notified regarding errors in report. Complete analysis will be provided to the Board when all the reports are complete. Graduation rate data discussed March 2009. Analysis of nursing education annual report is on May agenda. Proposed new report on September 2009 agenda. Report for FY 2009 online with a deadline for response of November 19, 2009. Analysis of annual reports on January 2010 agenda for Board discussion.*
- Provide consultation within the parameters of the legal requirements for nursing education program approval. **Ongoing**  
*Ms. Drake-Speer is providing consultation during deficiency visits. See site visit reports.*
- Review outcome measures in the rules. **FY 2009-2010**
- Evaluate standards for approval of new nursing education programs. **FY 2010**
- Develop and implement a methodology to evaluate the performance of graduates of new and existing programs. **Ongoing**
- Evaluate requirements for on-site clinical faculty. **FY 2010**
- Evaluate requirements for faculty licensure for online nursing programs. **FY 2010**

#### **Discipline/VDAP: Enforce scope and standards of practice of licensed nurses in Alabama to assure protection of public safety, health and welfare.**

#### Performance Measures:

- 100% of disciplinary cases are resolved in accordance with the law.
- 75% of disciplinary cases are resolved within six months of receipt of initial complaint.
- 100% of VDAP and probation participants are monitored for compliance with Board agreement/order and non-compliance is addressed within established time frames.

#### Strategies:

- Evaluate recidivism and Board approach to discipline of recidivists. **FY 2010**
- Evaluate ability to track monitoring and recidivism. **FY 2009**
- Identification of and implementation of a reliable searchable tracking database. **Ongoing**  
*Cyberbest Technologies staff met with the legal staff during the week of February 23, 2009 to determine the data elements and processes legal would like to see and have available to them. Board approved Cyberbest proposal April 2009. Kick off meeting May 11, 2009. Development in process. Legal processes requirements in process as of November 2, 2009. Development continues.*
- Evaluation of treatment requirements for those with chemical dependency. **FY 2010**
- Evaluate extension of monitoring, particularly those with opiate addiction or dependency. **FY 2010**
- Advocate legislation to provide the Board with stronger statutory authority to address safe practice for those applicants and licensees with mental illness. **FY 2009**  
*According to the legislative staff to the Sunset Committee, the Sunset legislation will address mental illness. As of the end of 2008, no draft legislation has been seen. The language was included in the*

Sunset legislation that went to the Governor on 2/24/2009 for signature after passing the House and Senate. Bill signed by Governor. Effective March 5, 2009. Nurse Practice Act on Board's web site replaced with new language.

- Evaluate practice probation stipulations and processes of monitoring. **FY 2009**
- Evaluate criminal background checks including fingerprinting. **FY 2009**  
*The investigators and EO attended a conference in Guntersville where the state's finger printing expert spoke. Ms. Maples attended an NCSBN meeting in FY 2008 where finger printing was discussed. Staff continues to evaluate the issues surrounding fingerprinting. SB 443 would allow for background checks through the Alabama Criminal Justice Information Center for licensing agencies. Did not pass in the 2009 regular legislative session.*
- Develop and implement employment monitor preparation. **FY 2009**
- Develop, review, and implement a model of treatment and monitoring. **FY 2010**
- Evaluate lengthening of drug screening requirements. **FY 2009**
- Solicit input from those who have successfully completed monitoring. **FY 2010**
- Revise discipline rules. **FY 2009**  
*A brief beginning review occurred at the December work session and will occur at the February meeting. The practice chapter requires revision to aid in revision of the discipline chapter. Chapter 6 and 7 reviewed at June meeting. Once Chapter 6 & 7 are updated, discipline rules set to go forward to the Board in February 2010.*
- Revise VDAP rules. **FY 2009**  
*Undergoing review by Ms. Davis, Program Director.*

### **Practice: Develops, implements, and enforces standards of nursing practice.**

#### Performance Measures:

- 100% standardized procedures annual reports are reviewed, analyzed, and evaluated.
- Annual communication of standardized procedures to the schools of nursing.

#### Strategies:

- Revise regulations specific to standards of nursing practice. **FY 2009**  
*The December 2008 work session focused on proposed revisions of Chapter 610-X-6, Standards of Nursing Practice. Based on Board input, additional revisions will be reviewed at the February meeting. Regulations reviewed at February meeting and will be reviewed again in June. Reviewed at June 18 meeting. Sent to interested parties for feedback and on September 2009 agenda for review. Filed with Legislative Reference Service, published in the September 30, 2009 Alabama Administrative Monthly. Public hearing held October 15, 2009. On November 2009 agenda for final certification. Approved by Board in November. Became effective December 28, 2009. Those that sent in comments were sent informational letters about their comments.*
- Develop regulations to address nursing care delivered in non-traditional settings. **FY 2009**  
*Non-traditional setting regulations moved to Chapter 610-X-7 and reviewed at the December 2008*

2008 work session. Will be on February agenda for further review. Reviewed at June 18 meeting. Will be sent to interested parties to review prior to filing. Filed with Legislative Reference Service, published in the September 30, 2009 Alabama Administrative Monthly. Public hearing held October 15, 2009. On November 2009 agenda for final certification. Approved by Board in November. Became effective December 28, 2009. Those that sent in comments were sent informational letters about their comments.

- Develop and implement strategies for communicating practice changes to nursing education programs. **FY 2009-2010**  
*Discussed including standardized procedures on agenda for Practice Summit in October to discuss changes that have occurred in practice over time. Practice Summit cancelled at March meeting.*

### **Advanced Practice: Enforces laws specific to advanced practice nursing.**

#### Performance Measures:

- 100% applicants for advanced practice are approved only if qualified in compliance with the law.

#### Strategies:

- All transactions accomplished electronically. **FY 2009**  
*CRNP/CNM application currently in process of development by Alabama Interactive. Anticipate "go live" in December 2009. Delays with changes will likely push this application into January to go live.*
- Workable high level database created and maintained for purposes of advanced collaborative practice. **Ongoing**  
*Cyberbest Technologies staff met with advanced practice staff to determine requirements for a database. Cyberbest proposal accepted at March meeting. May 11 is kick off meeting. Development in progress.*
- Evaluate NCSBN consensus document. **Ongoing**  
*Discussed at the May 2009 meeting*
- Investigate models of advanced practice regulation to support a Board of Nursing position regarding advanced practice collaboration. **Ongoing**
- Develop and implement a public marketing plan to educate the public about advanced practice nursing. **FY 2009-2010**  
*Had several meetings with AUM Center for Advancing Technologies to discuss consultation regarding this issue. Agreement signed with AUM. Research in progress now. Preliminary research reviewed and structure of plan. Plan on hold due to budgetary restrictions.*
- Collect data relative to outcomes with APN and other boards' experiences with autonomous control and controlled substances. **FY 2009-2010**

- Monitor all legislation to determine impact on access to care. **Ongoing**  
*CRNP bill had public hearing in Senate Health Committee but not passed out of committee. Charlene Cotton and Genell Lee met with representatives of ASNA and NPAA to discuss upcoming legislation likely to be entered.*

**Continuing Education: Enforce the standards and outcomes established for mandatory continuing education of licensees.**

Performance Measures:

- 100% of applicants for licensure have continuing education evaluated for compliance with the law.
- 100% of licensees and providers selected for audit are audited in compliance with the law.

Strategies:

- Implement CE provider education for operationalizing rules. **FY 2009**  
*A CE provider day was held May 14, 2009 to review the rules and discuss how to implement the rules. Ms. Morgan scheduled meetings with individual providers to aid them in understanding their responsibilities as a provider.*
- Develop communication methods for informing licensees and schools of nursing about CE. **FY 2009-2010**  
*In addition to discussing consumer education with AUM, met with MBA/MHSA students at UAB in January and asked them, as part of their class project, to develop a plan for communicating with licensees. Provided 2008 RN renewal brochure as an example of communications to licensees about CE and other renewal processes. A rules day was discussed with the Board in May 2009.*
- Continue to provide direction through CE plan. **Ongoing**
- Evaluate electronic submission. **FY 2009**  
*Changes in CE rules that are effective March 30, 2009 will require a change in the software. Plan is to provide newly updated software for electronic submission process at May 14, 2009 CE Provider Day. New software not developed. In the process of developing requirements for software development.*
- Explore ways for nursing programs to include information about continuing education. **FY 2010**
- Explore communication with AANS and publishing articles in The Alabama Nurse. **Ongoing**
- An article was published in the June/July issue of The Alabama Nurse related to changes in the CE rules.
- Explore changes to mandatory class. **FY 2009**
- Revise continuing education rules. **FY 2009**  
*First set of proposed changes went out for Notice and Comment. Based on comments received, staff proposed significant changes to rules and Board approved the changes in November 2008. Public hearing scheduled for January 22 meeting. Proposed changes will be on agenda for final certification in February 2009. Final certification occurred at the February 2009 meeting. Rules filed with Legislative Reference Service. New rules became effective March 30, 2009.*

**Center for Nursing: The mission of the Alabama Center for Nursing is to collect, analyze, and disseminate nursing workforce information.**

Performance Measures:

- Nursing workforce data is collected at each license renewal. Data is analyzed and disseminated within six months of the end of renewal for each license type.
- Trending of Alabama nursing workforce data is distributed to stakeholders during each fiscal year.
- One report focused on a specific area of the nursing workforce is disseminated during each fiscal year.

Strategies:

- Offer perspectives and conclusions to stakeholders. **Ongoing**
- Secure money to fund activities of the Center as well as addressing the nursing shortage. **Ongoing**
- Continue collaboration with other groups related to workforce issues. **Ongoing**
- Develop and implement funded residency and fellowship for PhD and DNP candidates. **Ongoing**
- Participate in Team Alabama and assist with group facilitation. **FY 2009**  
*Dr. Terry continues to assist with group facilitation of meetings and recording the activities of Team Alabama. Dr. Davis is a participant as well. With Dr. Terry's departure, none of the Center for Nursing activities will be funded.*

**Governance: Assure that governance supports the mission, values, vision, and legal mandate of the Alabama Board of Nursing.**

**Fiscal Accountability**

Performance Measures:

- 100% of financial reports are accurate.
- 100% of Board members and staff comply with financial standards.
- 100% compliance with internal control standards.
- 90% of actual revenues and expenditures are within projected budget.

Strategies:

- Continue to provide education for Board members. **Ongoing**  
*Financial policies and a review at the January 22, 2009 Board agenda.*
- Document internal control standards and internal auditing procedures. **FY 2009**  
*Jennifer Weaver, CFO, will address internal control standards and internal auditing procedures at January 2009 Board meeting.*



## Public Accountability

### Performance Measures:

- 100% of Board decisions are posted to the Board's web site and included in the Board's annual reports.

### Strategies:

- Decisions of the Board are evidence-based to the extent possible. **Ongoing**
- Determine which decisions (including minutes) are posted for public review. **FY 2009**  
*A web survey was sent to all Executive Officers of other jurisdictions on January 5, 2009 requesting information about what is posted. The deadline for responses is January 19, 2009. The information was on the March agenda. After approval from the Board, the January and February minutes were posted to the web site and an email was sent to 11,000 individuals/organizations on the list serve. The response has been positive.*
- Explore posting of discipline orders to the web site. **FY 2009**  
*A web survey was sent to all Executive Officers of other jurisdictions on January 5, 2009 requesting information about what is posted. The deadline for responses is January 19, 2009. The information was on the March agenda and the Board declined to post discipline orders.*
- Explore posting board travel and documentation on the web site. FY 2009 Travel has been suspended except for National Council travel so no need to add this to web.
- Develop marketing plan related to communication with the public and licensees (exploring new means of communication) and legislature. **FY 2009-2010**  
*Had second meeting with Gene Akers of AUM's Center for Advancing Technology. Expect to receive a multi-step proposal to address the issues associated with multi-generational public and licensees in January 2009. Still awaiting proposal from AUM and project from UAB MBA/MHSA students. Agreement signed with AUM. Research in progress. Plan reviewed. Plan placed on hold due to budgetary restrictions.*

# Alabama Board of Nursing SWOT Analysis 2008



Alabama Board of Nursing SWOT Analysis 2008	
<i>Strengths</i>	<i>Weaknesses</i>
<p>Facility</p> <p>Equipment needed to do job</p> <p>Ability to collaborate with stakeholders within and without the organization</p> <p>Ability and foresight so that licensees similarly situated are treated same</p> <p>Wealth of experience</p> <p>Autonomous Board (representation of RNs, LPNs, and consumer)</p> <p>Technology—enhances communication</p> <p>Code of Ethics that encourages transparency and accountability</p> <p>Strong leadership</p> <p>Mission and Vision believed in and lived</p> <p>People who get a license come under the Board</p> <p>Highly qualified staff and Board members</p> <p>Supportive staff</p> <p>Diversity</p> <p>Vocalizing concerns</p> <p>EO and entire staff</p> <p>Legal division progress</p> <p>Charlene's extensive knowledge of advanced practice</p> <p>Working relationship of Board members with each other</p> <p>Forward thinking Board</p> <p>Moved from staff into Board deliberations</p> <p>Progressive EO, President and hard working staff</p> <p>Nationally recognized as leader in nursing regulation</p> <p>Financially strong organization</p> <p>Diversity of staff and Board</p> <p>Do a job that is important, needs to be done, and makes a difference</p> <p>Technology push</p> <p>Staff has knowledge to make it push</p> <p>Ability of staff to work together</p> <p>Respect in the state</p> <p>Board perceived as independent board not pushed around by associations or anyone (or anything) else</p> <p>No money from general fund (not reliant on tax dollars)</p> <p>Web presence</p> <p>Strong EO</p> <p>Relationships with other regulatory bodies and associations within the state</p> <p>National reputation</p> <p>Innovative in trying to reach public</p> <p>Proactive in addressing issues</p> <p>Strong sense of work</p> <p>Strong sense of appreciation</p> <p>Commitment of staff and Board</p> <p>Funding folks to travel</p> <p>Reimbursement for coming to meeting</p> <p>Humor</p> <p>Play</p> <p>Clear job expectations and descriptions for staff</p> <p>Access to nursing network and help build areas of the nursing network</p> <p>Visibility</p> <p>Accessibility (go make presentations)</p>	<p>Practice probation</p> <p>Working too hard</p> <p>Personal agendas</p> <p>Need to personally stay in touch with what is happening on front lines</p> <p>Perceptions or image that key stakeholders still have about Board; who we are; who we advocate for; how do we communicate</p> <p>Public image unapproachable (in some sectors)</p> <p>Feeling inadequate</p> <p>Licensing database and its lack of flexibility</p> <p>Consistency is important but sometimes lack ability to tailor individual discipline actions to unique situation/people</p> <p>Lack of appreciation of practice in other settings (outside traditional settings)</p> <p>Fragmentation that can occur when not collaborating</p> <p>Length of time it sometimes takes to get case reviewed (manpower and prioritization)</p> <p>Monitoring activities that are manual; inability to track activities electronically</p> <p>Licensing database</p> <p>Call center needed</p> <p>Patients/Consumers need to know we exist and work toward protecting them and advocating for the public</p> <p>Perceive the evaluation process as a negative thing rather than looking at opportunity for improvement</p> <p>Not always objective enough</p> <p>Take issue with person not issue</p> <p>Lack of well delineated Board development plan</p> <p>Lack of well delineated Board member orientation</p> <p>Forget disconnect between regulation and what someone else reads (advertisement for RN renewal); don't understand what it means; what we say in regulation terms and what the nurse hears</p> <p>Instantaneous answer; get involved in answer rather than getting to bottom line</p> <p>Understanding of rules</p> <p>Succession of strengths</p> <p>Board members taking ownership</p> <p>Loss of knowledge</p> <p>Succession planning</p> <p>Right-fitting of organization—number of employees we need for amount of work we have</p> <p>Limits resources—look at overall structure—how we do work and what work looks like</p> <p>Licensees lack of awareness between ABN and professional organizations</p> <p>Miscommunication and lack of knowledge—relying on other sources rather than the Board</p> <p>Discipline be user-friendly; not knowing why Board exists—uniformly uphold rules and regs—view Board as advocate for them rather than to protect patient</p>

Participation in NCSBN National influence Statute—consistent and judicious use Transparency of rulemaking Organized; process for rule review; strategic planning; generally stay on task	Kinder and gentler Board of Nursing
<i>Opportunities</i>	<i>Threats</i>
Explore new avenues External phone calls—call everyone to get an answer Team Alabama Research More meaningful practice probation Education: differences between associations and Board; rules Look at accountability Board held to by press and public Look at errors from other Board to avoid pitfalls ASNA, AFLPN, LPNAA—work with them to solicit good nominees' names to Governor Scholarship program—promotion with schools Different schools of nursing to go into high schools and junior high to talk about nursing and somehow receive credits while enrolled in high school to boost enrollment in nursing schools ABME in terms of advanced practice; work for less restrictive practice environment Orientation of Board members (CD in advance) More public relations and public promotion—get on airwaves and promote it Expanding roles of advanced practice Roles of nurses in general to get involved in regulation (unlicensed personnel taking on nursing tasks); impact their regulation Develop some interpretive guidelines to have cross between rules and what that rule means (standardized procedures for example) Unlicensed personnel—step out and develop some models of care that would be acceptable to the nursing community (before BME, ADPH, ADMH go out and develop)—create something we can live with Consider non-traditional practice Glean new ideas and collaborate with Board members at national conferences White Paper— Adopt military medical model Improve statistical analysis—move from being descriptive to inferential analysis Develop liaisons with political and legislative groups Reputation for electronic communication Beta testing or demonstration projects for electronic Increased public awareness for disciplinary actions taken Influence through NCSBN Collaborate with folks to develop safe models of care Diversity of workforce—lack thereof; look at recruitment; change preparation of current students including language Explore alternative evaluative criteria for nursing education programs Provide other organizations and administrative structure of healthcare delivery systems with models of diversity Matrix for discipline cases so that Board members are comfortable with decisions Leadership for re-entry into practice	Inability to fill positions Inability to set salary for EO challenges autonomy as Board Outside governmental requirements including finances Volume of cases on docket Inability to have statutory authority to conduct criminal background checks Restrictions from State Personnel and Finance Dept. Subject to Sunset audits and review of legislature Progression limited for staff due to state personnel Legal/regulatory; legislative review; Board's power Political powers Other people defining nursing Decisions about reimbursement for nursing care Economy and cost of health care Disconnect between how the nurse delivering care connects how their care causes costs to increase or decrease Nurses may not always get salaries they want; working conditions; equipment—not knowing how role impacts costs Political including MASA Becoming complacent and apathetic Sunset—legislative control BME too much power over nurses Nursing shortage Decrease in doctorally prepared nurses in education Lack of exercise of potential influence with nursing organizations that seem to lack strong leadership Money for grants and scholarships to get qualified people in key positions Changing mores Instill professionalism in the next generation Push back from opposing counsel—threats to challenge statutory authority Changes to healthcare delivery system on a national level Economics of healthcare and how those driving forces have forced the Board to do something after the fact rather than the Board deciding up front Dwindling supply of mental health and chemical dependency treatment providers Increased frequency with which licensees are found to be under influence Financial assets could be a threat when other agencies see the money brought in ISD—control internet, email, control closets that have switches—stumbling block Uninsured and underinsured in Alabama; state Medicaid considering 50% reduction in hospital payments Patients access to health care! (and lack thereof) Problems being blamed on nursing shortage—taking hit on two

<p>Use of non-traditional media (My Space, text messaging, etc)</p> <p>Autonomous facility (own our own space rather than leasing)</p>	<p>sides—not providing social contract and not doing enough to correct the problem</p> <p>Increase in apathy of nurses—okay to do because the doc said t</p> <p>Nurses don't understand economic impact</p> <p>Great divide between nurses and understanding of political impact—economic and political nexus</p> <p>ADMH—state beds closing, lack of Medicaid—what access will they have?</p> <p>Financial cascades—hospitals not contributing to employee retirement</p> <p>Private duty nurses</p> <p>Want staff to violate the law on their behalf</p>
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## Appendix B: FY 09 Board Actions



## BOARD

November 2008

- Established Board meeting dates for calendar year 2009.
- Approved nominating Dr. Billie Rozell and Dr. Jim Raper for induction into the Alabama Nursing Hall of Fame.
- Approved revision to the Board's mission.
- Approved existing Values.
- Approved revision to Board's Vision.
- Reaffirmed document outlining Board member conduct and responsibilities.
- Approved FY 2009-2013 Strategic Plan.

January 2009

- Approved performance measures for Center for Nursing.

March 2009

- Approved posting of Board meeting minutes to web site.
- Denied approval for posting of discipline orders to web site.
- Suspended practice/advanced practice summit in October 2009.

April 2009

- Approved letter to Dr. Alan Heins in response to his communication.

May 2009

- Established October 15, 2009 as a board meeting date.
- Approved revised organizational chart.
- Abolished the functional organizational chart.
- Deleted "Develop and implement interpretive guidelines for rules with input from licensees" from the strategic plan.
- Deleted "Make information available for all collaborative practice on the web site" from the strategic plan.
- Approved strategy "Investigate models of advanced practice regulation to support a Board of Nursing position regarding advanced practice collaboration".
- Susan Lovett Sheffield resigned from her Board position.

June 2009

- Provided direction to EO prior to meeting with Credentials Committee of the Board of Medical Examiners.

July 2009

- Approved suspension of all non-essential Board travel unless the meetings are related to the core functions as determined by the Executive Officer.

August 2009

- Affirmed existing ABN Administrative Code, Chapter 610-X-1, Organization and Administration without changes.

September 2009

- Established Board compensation at \$161 per day with an additional \$161 per month for the Board President for FY 2010
- Approved FY 2011 ABN Expenditure Budget.



## ADMINISTRATION

November 2008

- Evaluated Executive Officer.
- Approved, as final certification, Rule 610-X-4-.14, Fees.
- Elected Mike Harper as President for calendar year 2009.
- Elected Debra Davis as Vice-President for calendar year 2009.
- Elected Greg Howard as Secretary for calendar year 2009.

March 2009

- Directed EO to bring restructuring plan to the Board at the April meeting.

June 2009

- Directed EO to review budget for possible program cuts before considering raising fees after discussion of transfer of \$2.5 million to the general fund

September 2009

- Approved reduction in services.
- Approved amendments to Rule 610-X-4-.14, Fees.

## ADVANCED PRACTICE

November 2008

- Approved exemption for time together for Sharron Boatwright and Dr. Gary Daniel at the TVA Power Shop Health Station at Muscle Shoals.
- Continued temporary approval of Bonnie Robertson, CRNP and Dr. Charles Ivy Lee.

March 2009

- Reviewed SB 483 CRNP, CNM legislation and provided position to EO.
- Accepted recommendation from Joint Committee to provide written notice by U.S. mail to CRNPs and CNMs in collaborative practice about policy related to unlicensed personnel and application forms.
- Accepted recommendation from Joint Committee, subject to developing procedures that would assure that both Boards are reviewing the same information, that applications meeting requirements be submitted to the respective Board for approval on a monthly schedule without direct review by the Joint Committee.

May 2009

- Accepted changes to the parameters for central line insertion by Pediatric Acute Care Nurse Practitioners.
- Granted Dr. Kenneth L. Harris relief from the requirement for quarterly visits to remote collaborative practice site at Tuskegee Prenatal Clinic.
- Authorized administrative review for Board approval of additional covering physicians to existing collaborative practice.

September 2009

- Selected three applicants for Joint Committee to interview at October 15, 2009 meeting.
- Approved recognition of CNS core examination for national certification.
- Approved requirement for all CNS' currently exempted from national certification to provide evidence of national certification by December 31, 2010.
- Require maternal child CNS' to provide evidence of national certification with revisions to ABN Administrative Code, Chapter 610-X-9.

# CENTER FOR NURSING

May 2009

- Approved LPN workforce survey.

## CONTINUING EDUCATION

November 2008

- Approved repeal of Chapter 610-X-10, Continuing Education for Licensure.
- Approved new Chapter 610-X-10, Continuing Education for Licensure.
- Approved amendments to Rule 610-X-2-.10, Definitions, Continuing Education.

January 2009

- Public hearing on proposed continuing education rules changes.

February 2009

- Approved, as final certification, new Chapter 610-X-10, Continuing Education for Licensure and repeal of existing chapter.
- Approved, as final certification, Chapter 610-X-2-.10, Definitions, Continuing Education for Licensure.

## EDUCATION

November 2008

- Granted provisional approval to Tri-State Institute, Birmingham, AL for new practical nursing program.
- Approved Notice of Correction to Reid State Technical College PN program for a FY 2008 pass rate of 95.8%.
- Approved Notice of Correction to Lurleen B. Wallace-MacArthur Campus practical nursing program for a FY 2008 pass rate of 94.3%.
- Approved a Notice of Compliance to remaining programs that met NCLEX-PN standard of 80% or above for first-time writers.
- Approved a Notice of Deficiency to Herzing College-Birmingham, PN program for FY 2008 NCLEX pass rate of 74.4% with expected correction with FY 2009 results.
- Approved Notice of Correction to Troy University BSN program for FY 2008 pass rate of 89.1%.
- Approved Notice of Correction to Tuskegee University BSN program for FY 2008 pass rate of 88.9%.
- Approved Notice of Correction to Gadsden State Community College ADN program for FY 2008 pass rate of 86.8%.
- Approved Notice of Correction to Snead State Community College ADN program for FY 2008 pass rate of 88.2%.
- Approved Notice of Correction to Lurleen B. Wallace Community College—MacArthur Campus ADN program for FY 2008 pass rate of 94.4%.
- Approved Notice of Compliance to remaining RN programs that met NCLEX-RN standard of 80% or above for first-time writers.
- Approved Notice of Continued Deficiency to Calhoun State Community College ADN program for FY 2008 NCLEX results of 79.0% with a date of correction of FY 2009 results.
- Approved Notice of Continued Deficiency to Chattahoochee Valley Community College ADN-program for FY 2008 NCLEX results of 69.4% with a date of correction of FY 2009 results.

- Approved Notice of Deficiency to Jacksonville State University BSN Program for FY 2008 NCLEX results of 75.5% with a date of correction of FY 2010 results.
- Approved Notice of Deficiency to Bishop State Community College ADN program for FY 2008 NCLEX results of 75% with a date of correction of FY 2010 results.
- Approved Notice of Deficiency to Lawson State Community College ADN program for FY 2008 NCLEX results of 68.3% with a date of correction of FY 2010 results.

January 2009

- Granted provisional approval to Virginia College-Mobile ADN program.

March 2009

- Reviewed program improvement plans with Calhoun Community College's program director, Dean of Health Sciences, and two faculty.
- Reviewed program improvement plans with Chattahoochee Valley Community College's program director, President, and Dean of Instruction
- Reviewed report of graduation rates in the nursing education annual report.

April 2009

- Directed EO to send letter to programs that have not submitted data for nursing education annual report that if not submitted within 30 days, the program will receive a Notice of Deficiency.

May 2009

- Directed EO to send notices to Bishop State Community College ADN program, Herzing University PN program, and Lawson State Community College ADN program that for all future reports, the improvement plan should tie into the systematic plan of evaluation.
- Directed EO to send notices to Spring Hill College BSN program and Jacksonville State University BSN program that the Board reviewed and accepted their comprehensive reports.
- Directed site visits to Tuskegee University and Jefferson State Community College.

September 2009

- Approved data elements for nursing education annual report for academic year 2008-2009.

## GRADUATE SCHOLARSHIPS

May 2009

- Approved enforcement of scholarship agreement with Shunda Wilburn to require one year of employment with an Alabama College or University.

June 2009

- Approved scholarship funding formula, qualifications for applicants, scholarship conditions and priorities of selection.

September 2009

- Awarded post-baccalaureate scholarships to fifteen applicants and selected ten alternates.
- Awarded nursing education graduate scholarships to 40 applicants and selected ten alternates.

## LEGAL

February 2009

- Amended staff guidelines to provide for a reprimand and fine for any licensee who practices without a license or advanced practice nurse who practices without Board approval.

March 2009

- Approved addition of statement, "Should Respondent fail to submit a complete application for reinstatement of a lapsed license within two months of the effective date of this Order, Respondent's licensure status will be considered and listed as revoked" to the Order section of Consent Order shells 17, 18 and 21.
- Approved LPN renewal regulatory questions.

June 2009

- Approved issuance of temporary permits to examination and endorsement applicants who sign Consent Orders for a public reprimand and fine before the Consent Order is approved by the Board since they do not pose a threat to the public.
- Denied Brian Ethridge Smith's petition for rehearing.

August 2009

- Approved dropping the appeal of Kenneth Parrish, 1-047476 following the ruling of the Circuit Court of Montgomery County.

## LICENSING

April 2009

- Approved amendment to Rule 610-X-4-.07, Licensure by Endorsement, to delete reference to continuing education independent study.
- Approved amendment to Rule 610-X-4-.08, Renewal of License, to delete reference to continuing education independent study.
- Approved amendment to Rule 610-X-4-.10, Reinstatement of Lapsed License, to delete reference to continuing education independent study.
- Approved sending notice to LPNs in August 2009 that renewal is available online beginning September 1, 2009.
- Approved use of University of Alabama to develop licensing management system.

July 2009

- Approved language for 2009 LPN Renewal brochure.
- Approved revisions to regulatory questions on licensure applications.

# PRACTICE

November 2008

- Approved standardized procedure application from Alabama Orthopaedic Clinic for RNs to refill implanted pumps under the supervision of physician.
- Approved standardized procedure application from Eliza Coffee Memorial Hospital for RNs in labor and delivery to perform fetal fibronectin specimen collection.
- Denied approval of standardized procedure application from Mobile Infirmary for RN house supervisors to perform intermittent injection of non-anesthetic medications via an epidural catheter.

February 2009

- Approved standardized procedure for ICU and cardiovascular lab nurses at Thomas Hospital to remove boomerang catalyst device with the physician physically present in the hospital.

March 2009

- Approved standardized procedure application from Thomas Hospital for RNs in MICU, SICU, CV Lab and CV unit to assist physician with echocardiographic bubble study.
- Approved standardized procedure application from Thomas Hospital for RNs in the birth center to verify fetal presentation via ultrasound.

April 2009

- Approved standardized procedure application from Advanced Surgeons, PC to allow LPNs to perform lap band adjustments with the physician physically present in the office.

June 2009

- Approved sending proposed rule changes to Chapter 610-X-6, Standards of Nursing Practice to interested parties for comment.
- Approved sending proposed rule changes to Chapter 610-X-7, Standards of Nursing Practice: Specific Settings to interested parties for comment.

August 2009

- Approved standardized procedure application for transport registered nurses of Huntsville Hospital's Critical Care Transport Service to perform RSI under physician's order with specific quarterly reports.

September 2009

- Approved annual report, discontinuing quarterly report, from medical transport companies related to RSI. Any negative patient outcomes to be reported at the time.
- Approved repeal of and enactment of new Chapter 610-X-6, Standards of Nursing Practice.
- Approved new Chapter 610-X-7, Standards of Nursing Practice—Specific Settings.
- Approved repeal of and enactment of new Rule 610-X-2-.06, Definitions, Standards of Nursing Practice.
- Approved new Rule 610-X-2-.07, Definitions, Standards of Nursing Practice—Specific Settings

# NATIONAL COUNCIL OF STATE BOARDS OF NURSING

January 2009

- Reviewed proposed 2010 NCLEX-RN® Test Plan.

March 2009

- Dr. Autrey agreed to run for a Director at Large position at the NCSBN Annual Meeting in August.

May 2009

- Elected Dr. Autrey and Ms. Pugh as delegates to the Annual Meeting and Ms. Hopkins and Ms. Nobles as alternate delegates.

June 2009

- Elected Amy Price as alternate delegate to the Annual Meeting to replace Ms. Nobles.



## Appendix C: Report of Nursing Population



REGISTERED NURSES LICENSED IN ALABAMA  
1998-2009

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<b>Employed, Nursing</b>	33,510	34,047	33,801	34,088	35,966	36,138	37,989	38,427	40,951	42,787	41,216	42,437
<b>Full Time</b>	28,256	28,381	28,149	28,737	29,651	29,766	31,185	31,580	33,993	35,347	34,175	35,419
<b>Part-Time</b>	5,254	5,666	5,652	5,351	6,315	6,372	6,804	6,847	6,958	7,440	7,041	7,018
<b>Employed, Non-Nursing</b>	982	579	797	589	37	62	377	662	1,422	1,514	1,454	1,417
<b>Not Employed</b>	1,584	1,641	3,032	1,539	571	1,519	1,678	1,651	1,631	1,945	1,745	1,690
<b>Student*</b>	306	148		174	206	217	250	204	10	27	18	25
<b>Retired*</b>	258	240		174	677	682	850	811	1,012	1,256	1,019	807
<b>No Response</b>	4,437	318	5,285	8,038	2,878	4,319	4,077	418	787	612	590	700
<b>Located in Alabama</b>	41,077	40,473	42,915	44,610	40,335	42,937	45,221	42,173	45,813	48,141	46,042	52,793
<b>Located out of state</b>	4,934	3,822	6,118	3,541	3,182	3,909	4,882	3,377	3,639	5,225	4,142	6,472
<b>TOTAL</b>	46,011	44,295	49,033	48,151	43,517	46,846	50,103	45,550	49,452	53,366	50,184	59,265

**PRACTICAL NURSES LICENSED IN ALABAMA**  
**1998-2009**

	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<b>Employed, Nursing</b>	15,232	14,610	13,773	14,217	12,105	13,123	13,238	14,684	13,801	7,816	7,833	5,959
<b>Full Time</b>	12,916	12,465	12,214	12,570	10,860	11,446	11,538	12,630	11,980	5,629	5,650	4,484
<b>Part-Time</b>	2,316	2,145	1,559	1,647	1,245	1,677	1,700	2,054	1,821	2,187	2,183	1,475
<b>Employed, Non-Nursing</b>	368	374	797	536	461	38	48	321	406	559	565	459
<b>Not Employed</b>	729	783	1,746	693	571	551	579	693	603	764	771	528
<b>Student*</b>	129	108		155	74	132	132	191	150	92	91	11
<b>Retired*</b>	140	142		160	104	203	206	301	242	378	380	193
<b>No Response</b>	1,343	1,952	953	2,307	2,954	854	2,308		1,805	7,402	7,406	7,227
<b>Located in Alabama</b>	17,045	17,969	17,251	18,073	16,269	14,901	16,511	16,190	17,007	17,011	17,046	15,524
<b>Located out of state</b>	926	1,195	1,055	1,078	813	547	748	723	935	872	915	823
<b>TOTAL</b>	17,971	19,164	18,306	19,151	17,082	15,448	17,259	16,913	17,942	17,883	17,961	16,347

## Appendix D: Nursing Education Programs



### Approved Licensed Practical Nursing Programs

Name of School/Director of Program	Address/Telephone Number	NCLEX FY 06-07 # Candidates Percent Pass	NCLEX FY 07-08 # Candidates Percent Pass	NCLEX FY 08-09 # Candidates Percent Pass
<a href="#"><u>ALABAMA SOUTHERN COMMUNITY COLLEGE</u></a> Deborah Hunt Program Chair	P.O. Box 2000 Thomasville, AL 36784  251-575-3156, ext. 238	29  82.8	31  90.3	32  93.8
<a href="#"><u>BEVILL STATE COMMUNITY COLLEGE</u></a> Reitha Cabaniss, RN, MSN, CNE Nursing Program Director/Nursing Division Chair	1411 Indiana Ave. Jasper, AL 35501  205-387-0511 ext. 5740	71  98.6	64  95.3	55  96.4
<a href="#"><u>BISHOP STATE COMMUNITY COLLEGE</u></a> Kim Rawson MSN RN Director of Nursing	1365 Martin Luther King Drive Mobile, AL 36603  251-405-4497	15  86.7	19  94.7	27  92.6
<a href="#"><u>CALHOUN COMMUNITY COLLEGE</u></a> Angela Watkins, Chairperson of Nursing	P.O. Box 2216 Decatur, AL 35609-2216  256-306-2802  or  256-306-2794	37  94.6	35  97.1	39  89.7
<a href="#"><u>CENTRAL ALABAMA COMMUNITY COLLEGE</u></a> Coosa Valley School of Nursing Dr. Dee Fuller, Director of Nursing and Allied Health	34091 US Highway 280 Childersburg, AL 35044  256-378-5576, ext. 6581	34  100.0	29  100.0	29  93.1

<a href="#"><u>CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE</u></a> Melliny Macklin, Chair of Health Sciences	2602 College Drive Phenix City, AL 36869  334-291-4925	33  84.8	26  96.2	14  85.7
<a href="#"><u>DRAKE STATE TECHNICAL COLLEGE</u></a> Alice Raymond, Department Head, Nursing	3421 Meridian Street North Huntsville, AL 35811  256-551-3148	30  96.7	45  97.8	28  92.9
<a href="#"><u>FAULKNER STATE COMMUNITY COLLEGE</u></a> Jean Graham, Director of Nursing and Allied Health	1900 U.S. Hwy 31 South Bay Minette, AL 36507  251-580-2293	6  100.0	5  100.0	5  100.0
<a href="#"><u>GADSDEN STATE COMMUNITY COLLEGE</u></a> Dr. Susan Tucker, Program Director Nursing Education	P.O. Box 227 Gadsden, AL 35902-0227  256-549-8457	67  100.0	75  97.3	60  98.3
<a href="#"><u>HERZING UNIVERSITY</u></a>  Sarah Harmon Medical Program Chair	280 West Valley Avenue Birmingham, AL 35209  (205)916-2800 Fax: (205)916- 2807	13  92.3	43  74.4*	56  91.1
<a href="#"><u>JEFFERSON STATE COMMUNITY COLLEGE</u></a> Bonnie Glass RN, MSN Director of Nursing	2601 Carson Road Birmingham, AL 35215  (205)856-7940	6  100.0	7  100.0	5  100.0



<a href="#">LAWSON COMMUNITY COLLEGE - BESSEMER CAMPUS</a> Katrina Swain, Interim Department Chair	P.O. Box 308 Bessemer, AL 35201 205-428-6391, ext. 305	41  95.1	32  90.6	22  100.0
<a href="#">LURLEEN B. WALLACE COMMUNITY COLLEGE- MACARTHUR CAMPUS</a> Monica Cauley, Chair, Health Sciences	P.O. Drawer 910 Opp, AL 36467  334-493-3573, ext. 275	31  74.2	39  94.3	49  91.8
<a href="#">NORTHEAST ALABAMA COMMUNITY COLLEGE</a> Dr. Cindy Jones, Director of Nursing Education	P.O. Box 159 Rainsville, AL 35986	21  100.0	18  100.0	15  100.0
<a href="#">NORTHWEST SHOALS COMMUNITY COLLEGE</a> Shelia Smith, Director of Nursing Education	800 George Wallace Blvd. Muscle Shoals, AL 35662  256-331-5337	22  100.0	20  100.0	17  100.0
<a href="#">REID STATE TECHNICAL COLLEGE</a> Dr. Shirley Brackin, Chair, Health Careers	P.O. Box 588 Evergreen, AL 36401  251-578-1313, ext. 124	53  79.2	24  95.8	51  88.2
<a href="#">SHELTON STATE COMMUNITY COLLEGE</a> Kim Smith, MSN, RN, Director of Nursing	9500 Old Greensboro Road Tuscaloosa, AL 35405  205-391-2457	58  96.6	63  98.4	44  95.5

<a href="#">SOUTHERN UNION STATE COMMUNITY COLLEGE</a> Rhonda Davis, Chair, Department of Nursing	1701 LaFayette Pkway Opelika, AL 36801  334-745-6437, ext. 5510	16  100.0	11  82.0	19  100.0
<a href="#">TRENHOLM STATE TECHNICAL COLLEGE</a> Annitta Love, Director, Practical Nursing	Post Office Box 10048 Montgomery, Al 36108  334-420-4415	32  96.9	15  100.0	22  100.0
<a href="#">GEORGE C. WALLACE COMMUNITY COLLEGE-DOTHAN</a> Gwynn Galloway, Director, Department of Nursing	1141 Wallace Drive Dothan 36303  334-983-3521, ext. 332	43  95.3	60  98.3	53  96.2
<a href="#">GEORGE C. WALLACE COMMUNITY COLLEGE-HANCEVILLE</a> Dr. Denise Elliott, Director, Department of Nursing	P.O. Box 2000 Hanceville, AL 35077-2000  256-352-8198	28  92.9	26  100.0	28  100.0
<a href="#">GEORGE C. WALLACE COMMUNITY COLLEGE-SELMA</a> Veronica Brown, Director, Practical Nursing	P.O. Box 2530 Selma, AL 36702-2530  334-876-9335	14  100.0	13  100.0	34  97.1

<a href="#">SNEAD STATE COMMUNITY COLLEGE</a> Amy Langley Interim Director of Health Science	P.O. Box 734 Boaz, AL 35957-0734 256-840-4185	7  100.0	11  100.0	6  100.0
U.S. ARMY RESERVE 68 WM 6 PN SCHOOL Program Director	Building 751 5722 Integrity Drive Middleton, TN 38054- 5022  901-874-6069	0  0.00	0  0.00	0  0.00
Alabama Totals		764  92.0	708  95.3	710  94.8
National Totals		56,843  88.2	61,068  86.0	63,019  85.2

\* Notice of Deficiency (Mandatory Passing Percentage 80% 10/1/2004)

**The Alabama Board of Nursing withdrew approval from the practical nursing program at Southern Community College in Tuskegee Alabama effective August 1, 2007. Any graduates on or after August 1, 2007 is not to sit for the NCLEX-PN.**

Name of School/Director of Program	Street Address/City/Zip Code/Telephone Number	Type of Program	NCLEX FY 06-07 # Candidates Percent Pass	NCLEX FY 07-08 # Candidates Percent Pass	NCLEX FY 08-09 # Candidates Percent Pass
<a href="#">ALABAMA SOUTHERN COMMUNITY COLLEGE</a>  Brenda Rigsby, Director of Nursing & Allied Health	P.O. Box 2000 Hwy 21 S Monroeville 36461  251-575-3156, ext. 238	ADN	19  89.5	19  84.2	21  100.0
<a href="#">AUBURN UNIVERSITY</a>  Dr. Gregg Newschwander, Dean	107 Miller Hall Auburn 36849  334-844-6752	BSN	95  93.7	79  96.2	86  100.0
<a href="#">AUBURN UNIVERSITY- MONTGOMERY</a>  Dr. Gregg Newschwander, Dean	P.O. Box 244023 Montgomery 36124-4023  334-244-3658	BSN	52  90.4	54  96.3	47  87.2
<a href="#">BEVILL STATE COMMUNITY COLLEGE</a>  Reitha Cabaniss, RN, MSN, CNE Nursing Program Director/Nursing Division Chair	1411 Indiana Avenue Jasper, AL 35501  205-387-0511 ext. 5740	ADN	187  87.7	192  84.4	211  82.0
<a href="#">BISHOP STATE COMMUNITY COLLEGE</a>  Kim Rawson, MSN RN Director of Nursing	1365 Dr. Martin Luther King Avenue Mobile 36603  251-405-4497	ADN	53  96.2	64  75.0*	66  83.3

<a href="#"><u>CALHOUN STATE COMMUNITY COLLEGE</u></a>  Angela Watkins, Chairperson Department of Nursing	P.O. 2216 Decatur 35609- 2216  256-306-2802  or  256-306-2794	ADN	137  78.8	167  79.0	188  88.3
<a href="#"><u>CENTRAL ALABAMA COMMUNITY COLLEGE</u></a>  Coosa Valley School of Nursing, Dr. Dee Fuller, Director of Nursing and Allied Health	34091 US Highway 280 Childersburg 35044  256-378-5576, ext. 6581	ADN	44  93.2	37  89.2	73  84.9
<a href="#"><u>CHATTAHOOCHEE VALLEY STATE COMMUNITY COLLEGE</u></a>  Melliny Macklin, Chair of Health Sciences	2602 College Drive Phenix City 36869  334-291-4925	ADN	33  69.7	36  69.4*	31  93.5
<a href="#"><u>FAULKNER STATE COMMUNITY COLLEGE</u></a>  Jean Graham, Director of Nursing and Allied Health	1900 US Hwy 31, S Bay Minette 36507  251-580 2293	ADN	19  100.0	29  100.0	47  97.9
<a href="#"><u>GADSDEN STATE COMMUNITY COLLEGE</u></a>  Dr. Susan Tucker, Program Director Nursing Education	P.O. Box 227 Gadsden, AL 35902-0227  256-549-8320	ADN	79  78.5*	99  84.8	68  97.1

<a href="#"><u>HERZING UNIVERSITY - BIRMINGHAM</u></a>  Sarah Harmon MSN, RN Medical Program Chair	280 West Valley Avenue Birmingham, AL 35209  205-271-4280 ext 127	ADN	NA-New Program	NA-New Program	4  75.0*
<a href="#"><u>JACKSONVILLE STATE UNIVERSITY</u></a>  Lurleen B. Wallace College of Nursing Dr. Sarah Latham, Dean	700 Pelham Road, North Jacksonville 36265-9982  256-782-5428	BSN	107  83.2	53  75.5*	115  93.9
<a href="#"><u>JEFFERSON DAVIS COMMUNITY COLLEGE</u></a>  Ann Mantel MSN RN Chair, Nursing, Allied Health and P.E./Director of Nursing	P.O. Box 958 Brewton 36427-0958  251-809-1600 or 1601	ADN	49  85.7	76  88.2	47  80.9
<a href="#"><u>JEFFERSON STATE COMMUNITY COLLEGE</u></a>  Bonnie Glass RN, MSN Director of Nursing	2601 Carson Road Birmingham AL 35215  205-856-7940	ADN	162  82.7	223  82.5	186  90.3
<a href="#"><u>LAWSON STATE COMMUNITY COLLEGE</u></a>  Dr. Rebecca Ephraim, Interim Department Chair	3060 Wilson Road Birmingham 35221  205-929-6437	ADN	28  92.9	82  68.3*	100  79.0*

<a href="#">LURLEEN B. WALLACE STATE COMMUNITY COLLEGE, MACARTHUR CAMPUS</a>  Monica Cauley, Chair Health Sciences	P.O. Drawer 910 Opp, AL 36467  (334) 493-3573 #275	ADN Mobility	25  72.0*	37  94.4	39  82.1
<a href="#">NORTHEAST ALABAMA COMMUNITY COLLEGE</a>  Dr. Cindy Jones, Director of Nursing Education	P.O. Box 159 Rainsville 35986  256-228-6001, ext. 316	ADN	49  91.8	70  85.7	49  95.9
<a href="#">NORTHWEST SHOALS COMMUNITY COLLEGE</a>  Sheila Smith, Director of ADN Program	2080 College Road Phil Campbell 35581  256-331-6207	ADN	63  90.5	65  95.4	62  95.2
<a href="#">OAKWOOD UNIVERSITY</a>  Dr. Carol Allen, Chairperson Dept. of Nursing	7000 Adventist Blvd. Huntsville 35896  256-726-7287	ADN  BSN	0  0  4  100.0	0  0  13  84.6	0  0  7  100.0
<a href="#">SAMFORD UNIVERSITY</a>  Ida V. Moffett School of Nursing Dr. Nena Sanders, Dean	800 Lakeshore Drive Birmingham 35229  205-726-2861	BSN	67  91.0	75  89.3	63  92.1
<a href="#">SHELTON STATE COMMUNITY COLLEGE</a>  Kim Smith, MSN, RN, Director of Nursing	9500 Old Greensboro Road Tuscaloosa 35405  205-391-2457	ADN	53  98.1	38  94.7	35  97.1
<a href="#">SNEAD STATE COMMUNITY COLLEGE</a>  Amy Langley Interim Director of Health Science	P.O. Box 734 Boaz, AL 35957- 0734  (256) 840-4185	ADN	48  70.8*	34  88.2	53  75.5*



<a href="#"><u>SOUTH UNIVERSITY</u></a>  Laura A. Saucer, MSN, RN Program Director of Nursing	5355 Vaughn Road Montgomery, AL 36116  334-395-8800	BSN	NA-New Program	NA-New Program	NA-New Program
<a href="#"><u>SOUTHERN UNION STATE COMMUNITY COLLEGE</u></a>  Rhonda Davis, Chair Dept. of Nursing	1701 LaFayette Pkwy. Opelika 36801  334-745-6437 ext. 5510	ADN	110  90.9	87  93.1	113  94.7
<a href="#"><u>SPRING HILL COLLEGE</u></a>  Dr. Meg Cole, Chair Division of Nursing	4000 Dauphin Street Mobile 36608  251-380-4490	BSN	14  92.9	24  79.2*	14  78.6*
<a href="#"><u>STILLMAN COLLEGE</u></a>  Dr. Linda Forte Nursing Administrator	P. O. Box 1430 Tuscaloosa 35403  205-247-8033	BSN	NA-New Program	NA-New Program	6  66.7*
<a href="#"><u>TROY UNIVERSITY- TROY</u></a>  Dr. Bernita Hamilton, Director	400 Pell Avenue Troy 36082  334-670-3428	BSN	35  77.1*	46  89.1	47  95.7
<a href="#"><u>TROY UNIVERSITY- MONTGOMERY</u></a>  Dr. Donna Bedsole, Director, ASN Program	340 Montgomery Street Montgomery 36104  334-834-2320	ADN	52  86.5	49  93.9	57  87.7

<a href="#"><u>TUSKEGEE UNIVERSITY</u></a>  Dr. Doris Holeman, Associate Dean/Director	Basil O'Connor Hall Tuskegee 36088  334-727-8382	BSN	15  73.3*	9  88.9	3  100.0
<a href="#"><u>UNIVERSITY OF ALABAMA</u></a>  Capstone College of Nursing Dr. Sara E. Barger Dean	P.O. Box 870358 Tuscaloosa 35487-0358  205-348-6639	BSN	121  95.0	132  96.2	143  97.9
<a href="#"><u>UNIVERSITY OF ALABAMA AT BIRMINGHAM</u></a>  Dr. Doreen Harper, PhD, RN, FAAN, Dean and Professor	UAB Station 1701 University Blvd. Birmingham 35294-7210  205-934-5428	BSN	168  89.9	196  94.9	249  87.9
<a href="#"><u>UNIVERSITY OF ALABAMA IN HUNTSVILLE</u></a>  Dr. Fay Raines, Dean	301 Sparkman Drive Huntsville 35899  256-824-6345	BSN	111  87.4	142  95.1	114  93.9
<a href="#"><u>UNIVERSITY OF MOBILE</u></a>  Dr. Richard McElhaney Dean School of Nursing	5735 College Parkway Mobile, AL 36613-2842  251-442-2456	BSN   ADN	24  91.7  20  95.0	35  85.7  34  100.0	29  86.2  23  78.3*

<a href="#"><u>UNIVERSITY OF NORTH ALABAMA</u></a>  Dr. Birdie Irene Bailey Dean College of Nursing and Allied Health	University Box 5054 Florence, AL 35632-0001  256-765-4311	BSN	88  96.6	78  97.4	72  97.2
<a href="#"><u>UNIVERSITY OF SOUTH ALABAMA</u></a>  Dr. Debra Davis Dean	College of Nursing 307 North University Boulevard HAHN 3082 Mobile, AL 36688  251-445-9400	BSN	225  89.8	202  88.6	253  89.3
<a href="#"><u>UNIVERSITY OF WEST ALABAMA</u></a>  Ida D. Pruitt Division of Nursing Marsha Cannon Chairperson	Station 28 Livingston, AL 35470  205-652-3517	ADN	41  92.7	42  92.8	37  81.1
<a href="#"><u>VIRGINIA COLLEGE - BIRMINGHAM</u></a> Stephanie Mitchell MSN,RN Nursing Director	65 Bagby Drive Birmingham, AL 35209 205-802-1200	ADN	NA-New Program	NA-New Program	NA-New Program
<a href="#"><u>VIRGINIA COLLEGE - MONTGOMERY</u></a> Deborah Stevenson MSN, RN Nursing Director	6200 Atlanta Highway Montgomery, AL 36117 334-277-3390	ADN	NA-New Program	NA-New Program	NA-New Program
<a href="#"><u>VIRGINIA COLLEGE—MOBILE</u></a> Jean Stewart PhD, RN, MSN RN Program Director	2970 Cottage Hill Road Mobile, Alabama 36606 251-343-7227	ADN	NA-New Program	NA-New Program	NA-New Program

<a href="#"><u>GEORGE C. WALLACE STATE COMMUNITY COLLEGE-DOTHAN</u></a>	1141 Wallace Drive Dothan, AL 36303	ADN	153 80.4	136 90.4	142 85.2
Jackie Spivey, Director ADN Program	334-983-3521, ext. 407				
<a href="#"><u>GEORGE C. WALLACE STATE COMMUNITY COLLEGE-HANCEVILLE</u></a>	P.O. Box 2000 Hanceville, AL 35077-2000  256-352-8198	ADN	98 93.9	146 91.1	169 91.1
Dr. Denise Elliott, Director, Department of Nursing					
<a href="#"><u>GEORGE C. WALLACE STATE COMMUNITY COLLEGE-SELMA</u></a>	P.O. Box 2530 Selma, AL 36702-2530  334-876-9271	ADN	52 94.2	52 92.3	38 97.4
Becky Casey, Director, ADN					
Alabama Totals			2,701 87.8	2,952 88.3	3,107 89.6
National Totals			118,708 85.7	128,294 86.7	133,649 88.2

\* Notice of Deficiency (Mandatory Passing Percentage 80% 10/1/2005)

## Appendix E: Legal Division Activities



FY 2009 LEGAL ACTIVITIES	
COMPLAINTS	TOTALS
Letters of Closure	178
Letters of Admonishment	201
Formal Hearings	70
Consent Orders	330
Voluntary Surrenders before Administrative Complaint	112
Voluntary Surrenders after Administrative Complaint	16
Disciplinary Actions (TOTALS)	528
Reinstatements – Approved with sanctions	15
Reinstatements – Denied (Revoked and Lapsed licenses)	5
Applicants – Approved without sanctions	
Applicants – Disciplined	27
Applicants – Denied	2
Probation Monitoring *	329
Voluntary Disciplinary Alternative Program (VDAP) *	328

\* Number reflects the total number of licensees currently monitored at the end of FY 2009

FY 2009 TOTAL DISCIPLINARY ACTIONS		
FINAL DISPOSITION	TOTALS	
	Consent Order	Formal Hearing
Denied reinstatement (lapsed license) and revoked		1
Denied reinstatement (lapsed or revoked license, endorsement or exam application)		7
Application approved (No sanctions)		
Reinstatement (No sanctions)		

Reinstatement Followed by Probation	12	3
Reprimand	10	1
Reprimand with Fine	82	2
Probation	155	6
Suspension	10	4
Suspension followed by Probation	56	5
Revocation		41
Board Ordered Lapsed followed by Probation	5	
SUBTOTAL	330	70
Voluntary Surrender	128	
TOTAL	528	

FY 2009 ASSIGNED VIOLATIONS *				
Assigned Violation	Voluntary Surrender Before AC	Voluntary Surrender After AC	Informal / Consent Order	Formal Hearing
Abandonment			2	
Arrest/Conviction – Drug	7	2	7	5
Arrest/Conviction – Non Drug	5	1	24	5
Fraud/Deceit			38	6
Illegal Practice	1		31	
Mental Incompetence				1
Other	1		3	
Other Jurisdiction – Drug	5		4	2
Other Jurisdiction – Non Drug	1		3	
Patient Abuse			2	1
Practice Beyond Scope	3		24	



CE Violation			11	4
Board Order Violation	1		1	1
Probation Violation	17	3	11	22
Sexual Misconduct				
Substance Abuse	51	5	58	12
VDAP Violation	22	3	12	5
Unprofessional Conduct	2		48	1
Substandard Practice	5	2	56	7
Bad Check			1	1
TOTALS	121	16	336	73

\* A disciplinary action may have more than one assigned violation

APPLICANTS	RN	LPN	Total
By Examination	8	8	16
By Endorsement	8	5	13
Total	16	13	29

APPLICANTS	Consent Order	Formal Hearing	Total
RN by Examination	7	1	8
RN by Endorsement	7	1	8
LPN by Examination	8		8
LPN by Endorsement	4	1	5
Total	26	3	29

FINAL DISPOSITION RN Applicant	RN by Examination	RN by Endorsement	Total
Denied	1	1	2

Reprimand		1	1
Reprimand with Fine	3	4	7
Probation	3	2	5
Suspension	1		1
Suspension/Probation			
Total	8	8	16

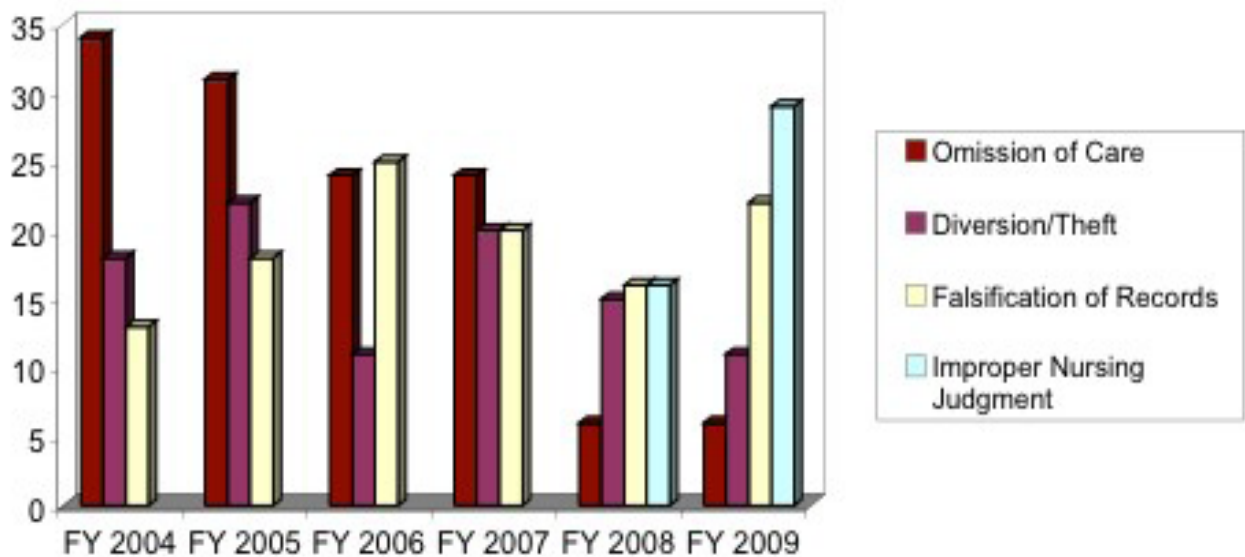
FINAL DISPOSITION LPN Applicant	LPN by Examination	LPN by Endorsement	Total
Denied			
Reprimand	3	1	4
Reprimand with Fine	3	1	4
Probation	2	2	4
Suspension			
Suspension/Probation		1	1
Total	8	5	13

FY 2009 ASSIGNED VIOLATIONS for Applicants Denied			
Assigned Violation	RN	LPN	TOTALS
Arrest/Conviction – Drug			
Arrest/Conviction – Non Drug	1		1
Fraud/Deceit	1		1
TOTALS	2		2

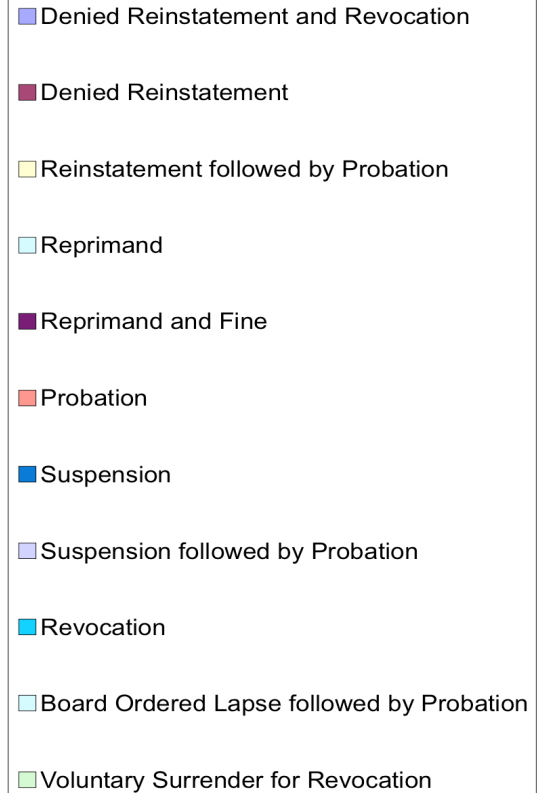
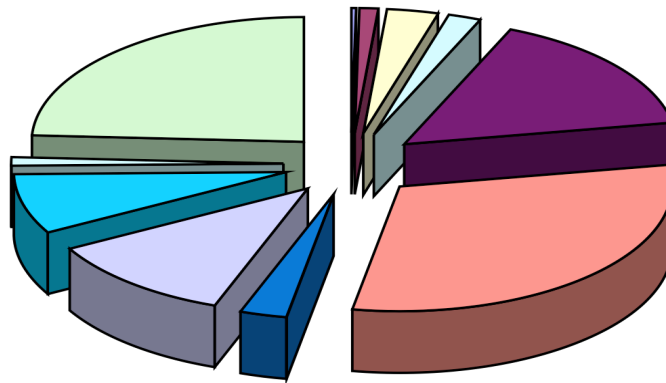
FY 2009 ASSIGNED VIOLATIONS For Applicants Disciplined			
Assigned Violation	RN	LPN	TOTALS
Arrest/Conviction – Drug	2	1	3

Arrest/Conviction – Non Drug	3	8	11
Fraud/Deceit	7	4	11
Practice Beyond Scope	1		1
Unprofessional Conduct	1		1
TOTALS	14	13	27

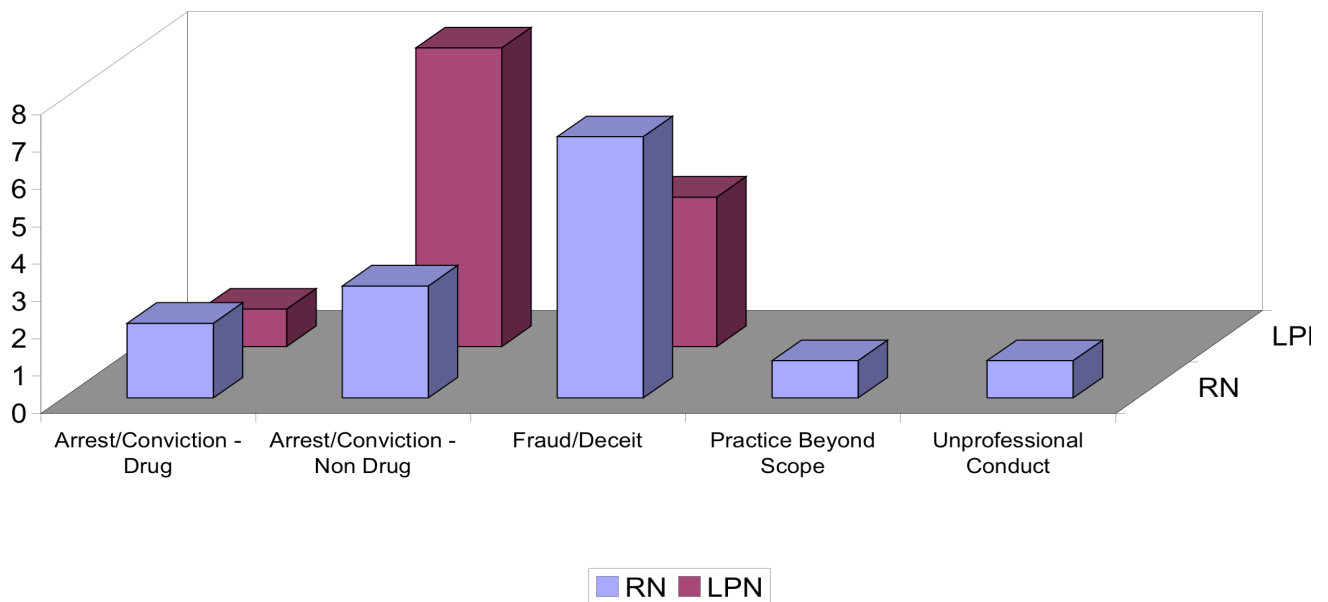
Substandard Practice Trends FY 2004 - FY 2009



## FY 2009 Disciplinary Actions



## FY 2009 Assigned Violations for Applicants Disciplined



## Disciplinary Actions for FY 2009



The Board of Nursing took action against the following licensed nurses for violation of the laws and/or rules of the nursing profession at the FY 2009 meetings. This listing may not reflect changes occurring near or following the publication date, pending appeals or requests for rehearing. Every effort is made to ensure the accuracy of this information. Licensure verification can be made by going to the Board's web site, [www.abn.alabama.gov](http://www.abn.alabama.gov), or through the Board Office.

### VOLUNTARY SURRENDERS FOR REVOCATION:

Allen, Tina Diann	1-087420
Anderson, Edward Stone	1-069251
Aplin, Laura Lee	1-085781
Bailey, Francesca Nicole	2-050563
Bamberg, Teresa Ann	2-044498
Beard, Stephanie Diane	2-055997
Beck, Shirley A.	2-010850
Boler, April Denis	2-048093
Boles, James Thomas	1-098076
Bolling, Margaret Carolyn	1-060143
Bridges, Lisa Cathrine	1-095337; 2-039207
Brown, Richard Dean	1-063525
Burke, Pamela Lajean Moore	2-038573
Campbell, Tina	1-098140
Carter, Cynthia L.	1-100086
Chaffin, Frances D.	1-021355
Champion, Lisha Renee	1-082439
Clements, Amy W.	2-051719
Cofield, Gena Ann	1-090782; 2-041353
Connell, Sharon Symons	1-077603
Cooper, Chasta Amber	2-056109
Cooper, Julia M.	2-010415
Cooper, Patricia Ann	1-076843
Cox, Aubrey Stephen	1-084844; 2-038817
Curry, Kathleen Susan	1-073534; CRNP
Davis, Cynthia Lee	1-038866
Dykes, Micheal Dwayne	2-050037
Edmonds, Linda Louise	1-079806; 2-042835
Farrar, Alison Michele	2-041504
Foley, Angela Marie	1-093018

McIntyre, Sherrie Lynn	2-028371
McMullan, Beth Ann	2-055068
Miller, Hugh Dickson	1-116323
Miller, Mary Anne	1-116893
Mitchell, Tracy Lynn	1-065437
Mobley, Kristie Ann	1-076074
Nevels, Cynthia Marchelle	2-046238
Nicke, Margaret Ann	1-075444
O'Neal, Camilla Cass	1-072077
Osteen, Amanda Susan	2-048256
Owens, Christopher Michael	1-102377
Page, Jessica Leigh	1-114287
Payne, Michael Shaun	1-074869
Peace, Traci Leigh	1-061609
Peavy, Regina L.	1-054747
Peeples, Amanda Ann	1-108992
Penfold, Barbara Ellen	1-077958
Peterson, Kimberly Ann	2-031147
Phillips, Sarah Marie	1-114325
Preyer, Bessie Mae	2-023266
Rahim, Lailah A.	2-044671
Rice, Jessica Ann	1-103478
Robbins, Connie Jean	1-070247
Robinson, Angela Michelle	1-085009; 2-045548
Roberts, Michael Brandon	1-117409
Robertson, Elizabeth Ann	1-059553
Rowan, Amy Denise	1-082080
Rowell, Casey Adam	1-105256
Saliba, Michelle Leigh	1-078787
Salinas, Susan Paige	1-107990
Scofield, Kaythe Jean	1-067405
Shelley, Tonya Lynn	1-100801
Sims, Elizabeth Grace	1-087467
Slaton, John Wesley	1-087836
Smith, Carrie Leah	1-107695
Snelling, Teresa Lane	1-106594
Spence, Candace Day	1-085757
Stagg, Lisa D.	1-042171
Stevens, Rebecca Samina	1-080744
Sullilvan, Cornella Leann	2-058050
Sweat, Elizabeth Marie	1-031032; CRNP
Taylor, Wendy Louise	2-059042
Terrell, John Charles	1-025369; CRNA

Waldrop, Julia	2-057457
Watson, Mina Yariya	2-051925
White, Melody Dawn	2-055333
White III, Charles Cavet	1-082622
Williams, Brenda Sue	1-111134
Young, Ramona Adkinson	1-034532

#### APPLICATION DENIED AND REVOCATION:

Gobin, Paige Anderson	1-092821
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#### REVOCATION:

Acker, Patricia Ann	2-056023
Atkins, Heather Leigh	2-054966
Beagle, Kelly Renea Bartlett	2-055727
Bishop, Sara Lynn	1-093167
Buck, Deborah Rae Clark	1-068209; 2-024621
Carter-Allen, Jocelyn Ja'Nae	2-051889
Cleghorn, Heidi Janella Brenner	1-109566
Cruse, Vickie Lynn Harris	1-066402; 2-033453
Dinsmore, Chandra Danita McCann	2-053709
Downey, Julia Mary Castleberry	1-066457
Drouillard, Tonya Michelle Stover	2-055399
Estes, Constance Luellen Franklin	1-045265
Gist, Sharon Beth Holt	1-090049
Giles, Betty Joyce Stanley	2-032263
Graham, Kristi Long	2-053159
Hanvey, David Christopher	2-054910
Hathcock, Leta Michelle Farley	2-050362
Hill, Mitzy Gale	1-063227
Holsonback, Donna Kay Teseneer	2-032131
Hood, Christine Leigh Benson	2-056435
Huerta, Christie Lee Yancy	2-057005
Jordan, April Ruth Everett	1-110248
King, Wanda Joyce Clement	1-076376
Kirya, Elizabeth Nalugo	1-075641
Landers, Melanie Marie Wilcox	1-055848, CRNA
Layton, Onna Sha Helm	2-044525
Masters, Tara Heather	1-090312; 2-046736
McCrary, Charles Edward	1-083240
Parker, Cynthia Powell	1-067006
Parker, Timothy Scott	2-041786



Posey, Deborah Ann	2-042692
Powell, Helen Kay Massey	1-043039; 2-022682
Robinson, Brenda L. Walker	2-015205
Rushing, Regina Kaye Owens	2-055761
Santiago, Tamara Kay McDonald	2-050447
Sims, Brandy Elizabeth	2-049689
Spears, Gregory Jerome	2-032705
Vandiver, Sharon Darlene Hoggle	1-062776
Wakiri, Alice Waithira Ngaman	2-050656
Walker, Jessica Lynn Herring	1-093091
Walker, Sheila Stowe	1-068482; 2-033734

#### SUSPENSION:

Hendry, Michael Warren	1-097033; CRNA
Jackson, Dianette Jean Reynolds	1-112868

#### SUSPENSION AND FINE:

Devasia, Thomas	2-046577
Goodwin, Cynthia Ann Riddle	2-055148
Grossenbacher, Susan Ruth	1-105804
Humphries, Cheryl Linn Brown	1-042062
Jenkins, Yuletta Laverne	2-038064
Jimerson, Vikki Dianne Childress	1-059324; 2-027581
Johnson, Carol Rebecca Bagwell	2-036806
Jones, Kathy Lorraine Austin	2-033577
Miller, Misty Warren	2-042497
Raper, Elizabeth Anne Baker	1-083190; CRNP
Shanklin, Ruby Jean Hollis	2-044345
Williams, Amy Michelle Crouch	2-057831; RN Exam Applicant

#### SUSPENSION FOLLOWED BY PROBATION AND FINE:

Adkison, Tracy Lee Norris	1-098356
Allison, Wendy Alicia Mitchell	1-081828
Bailey, Jr., Kenneth W.	1-093979; 2-041835
Bartolome', Tracy Dawn Stensland	1-116303; 2-048571
Beam, Vandi Carroll	2-049013
Beddow, Monica Lynn Heath	1-105561
Bishop, Lorrie June-Carter Hicks	2-053991
Blair, Sherry Lee Griffin	2-044854
Bolden, Melba Jean Powell	2-044856

Buettner, Melanie Lynn	1-107770; 2-048224
Collins, Ora Burgess Brown	2-034041
Collinsworth, Teresa Dutton-Martin	1-079992
Connelly, L. Lynne Parmer	1-081194
Copeland, Sandra Lynn Holmes	1-080916; 2-037829
Crawford, Dana Ann	2-038822
Davis, Deanna Renee Fleming	2-053915
Del Rivero, Sherrie Lynnette Al-bahrani	1-118463
Dungan, Regina C. Roberts	1-112137
Eakin, Nicole Griffin	2-048228
Eggerd, Annette Gatlin	1-084520
Floyd, Mary Tilden Gunter	2-027522
Garrett, Jr., William Howard	1-081969
Garst, Sherri Lynne Wood	1-081024
Gurley, Melanie Fran Hamlin	1-061288
Hammond, Pamela K. Vincent	1-098558
Hogsett, Jake	2-021745
Holt, Michelle Leigh Newman	1-091349
Humphries, Dena Reshae Williams	1-079836; 2-039462
Hunt, Shirley Elana	2-052900
Johnson, Sally Ruth Hankins	1-075468
Kelley, Joyce Carol Holland	1-068360
Kelly, Cristal Jean	1-099286
King, May Kay Herrin	2-029587
Kosan, Cheryl Desiree	1-053723; 2-022652
Likely, Lyndia Joyce Kent	1-109654; 2-049638
Littlefield, Tara Lane Hatfield	1-061311
Lovely, Philip Brent	1-097064
Martin, Jennifer K. York	2-042450
McRoy, Patricia Cheryl Parmer	2-033656
Messer, Michael L.	1-057171
Miller, Leah Shalina Woods	1-095665
Osborn, Donna Marie Simpson	1-037775
Pike, Tiffany E.	1-110406
Pippin, Angela Dale Clack	2-051256
Quintana, April Nicole Chaney	1-095518
Reese, Selina Lillian	1-074925
Rickel, Stella Patricia	2-046114
Robbins, Deanna Sue Bowling	LPN Endorsement Applicant
Scott, Dawn Chasity King	1-105777
Shaw, Mary Catherine	2-054495
Sievers, Lynn Allison Fletcher	1-070317

Stone, Dana Joy Brown	2-048068
Talley, Stacey Lee Tate	1-098174; 2-047629
Taylor, Pamela Yvonne Allen	1-025072
Thomas, April Brown	1-109690
Wheat, Sabrina Kay Booth	2-033995
Willingham, Timothy Daniel	1-104541
Wilcox, Joseph Timothy	2-052356
Wilkins, Shawn Linton	1-084223
Wilson, Ashley Lasawn	1-113074
Wittschen, Julie Light	1-110279

#### PROBATION

Anglin, Alecia Vonyua	LPN Exam Applicant
Cargill, Debra Ann Brown	2-046503
Collier, Kelli Rae Zirlott	1-075941
DeGroft, Tammy Marie Smith	1-114021
Macewen, Yevonne D.	1-115748
Morris, Penny Lynn Gillis	1-037912
Parrish, Kenneth Warren	1-047476
Pelletier, Lisa Marie Sarvis	1-091819; 2-040366
Putman, Sheila Marie Strickland	RN Exam Applicant
Turner, Waylon Brent	RN Exam Applicant

#### PROBATION AND FINE:

Adams, Abubilal Abdul Malik	2-055925
Allen, Catherine Ann Barton	2-023510
Allen, Sandra Ebenezer	1-092939
Anderson, Ginger Gay Dabbs	1-111177; 2-050105
Bamberg, Teresa Ann Mitchell	2-044498
Banks, Billie Carol Hawkins	2-057508
Barnett, Janet Marie Jenkins	1-091085
Barrett, Linda Ann Watkins	1-037305
Bass, Sherry Gordon	2-056660
Beabout, Lisa Georgia	1-110989
Bell, Alexis E.	2-058668
Berry, Angelia Denise	1-092937
Bivins, Hazel L. Kirkland	2-035967
Blackmon, Angela Vance	2-020507
Blevins, Sarah Nichole	LPN Endorsement Applicant
Bogo, Tamara Ann Aanderud	1-084581
Boone, Stacey Deanna Moore	2-053095
Bowman, Brandy Caroline	1-117689

Bowman, Brandy Caroline	1-117689
Brannon, Sheila Rae Clement	2-053843
Brown, Genetta Moseley	2-013743
Bryant, Lisa Cheryl Grier	2-024514
Butler, Fawn Lori Olsen	2-057197
Butler, Shirley L. Conaway	1-108925
Byrd, Linda Gail Goode	1-072614; 2-034019
Cahela, Tabitha Anne Garrison	2-047810
Caldwell, Brandie Suzanne VanSandt	1-100064; 2-050738
Canady, Willie Lee	2-022720
Carr, Izola Maria Wedgeworth	1-087685; 2-042396
Carter, Shelli Jo	1-087280; 2-039137
Cason, Debbie G. Neal	2-017473
Childers, Anne Margaret McCary	1-059408; CRNP
Clifton, Winnie Clayton	1-037901
Cooper, Gary Dale	1-073498
Cornelius, Mary Margaret Packard	2-051389
Craft, Macie Margaret	1-109945
Cranford, Lisa Carol Bryant	2-053660
Crittenden, Etwa Yvette	1-097732; 2-047338
Depew, Jessica Michelle Marcrum	1-091949
Dollarhide, Rebeca Elena Garza	1-083518
Dorschler, Sandra Marie Haux	1-083422
Dotson, Edward Stephen	1-112136
Dreher, Kacee Anne Caldwell	1-117689
Fair, Jennifer Powell	1-104426
Fortenberry, Mary Lynn	1-062684
Garrett, Melissa Dawn Kenney	2-038532
Gentry, Cynthia Ann	2-051761
George, Erica Lynn	1-110499
George, Tracey Dianne Lippi	1-087319
Gilliam, Gloria Jean Clements	1-049644
Gipson-Jones, Shirley Ann	1-056708
Gooden, Claudia Moffett	1-026967
Goudreault, Karen Lynne Sanborn	2-058806
Green, Kelly Michelle	1-099590; 2-045791
Griffis, Christine Ann Bolka	1-087394
Grigsby, Nicole Lee Collier	2-057687
Grimes, Christie Lenoa	2-052194
Guy, Kristen Leigh Ann Coffey	1-102716
Hall, Shakari Uneice	1-119689
Henderson, Priscilla Mae Ganey	2-041722
Hensarling, Peggy Carol	1-052259; 2-019747

Henson, Catalina Alemany	1-074940
Hodgin, William Shaddock	LPN Exam Applicant
Holden, Virginia Ann Cagle	1-062610, CRNA
Hollingsworth, Justin Neal	1-113487; 2-056578
Howard-Adair, Sarah Katherine	2-053446
Hudson, Tiffany Miles	1-107955; 2-052184
Ison, Dennis Michael	1-093535
Jackson, Janice Denise	2-036230
Jackson, Judy Carol Ethridge	2-051918
Jones, Marla Elaine Welch	1-066861
Jones, Sandra Kay Roden	1-067109
Kennedy, Jocylin Renee Spears	2-051929
King, Wanda Joyce Clement	1-076376
Kim, Hae Boon Jang	1-120476
Kimbrell, April Larae Cherry	2-047947
Knight, Janice L. White	1-027561
Kniola, David John	1-068065
Lawder, Stacey Carol Gilam	2-053152
Layton, Alaina Marie Grimes	2-054960
LeCroy, Shannon S.	1-078848
Lewis, Susan Louise Utterback	2-044413
Liles, Kristina Kay Alexander	1-116270
Lovelady, Cynthia Diane Sheffield	1-057370; 2-030268
Lucas, Barbara Jean	1-071483; 2-031599
Lucas, Linda S. Akridge	1-020492
MacMahon, Angela Marie	1-106623
Martin, Wendy Michelle Alvison	2-047451
Maughon, Phylene Z. Streit	1-064261
Mayo, Crystal Dionne Perdue	2-057118
McBroom, Angela Kelley	1-117161
McCreary, Lasonja Denise	2-054773
McGahee, Cynthia Jeannette	1-119245; 2-055960
McIntyre, Tina Louise Watson	1-050421
Meadows, Jennifer Leanne George	1-095660
Miles, Margaret Madera	1-049980
Milton, Latressa Darshe	2-058354
Miree, Mary Ella Moore	2-047781
Mize, Joan E. Sweatt Smith	2-014616

Montgomery, Ayesha Kaline Green	2-056352
Mosley, Joy Elizabeth Peppers	1-102233; 2-051082
Moore, Diana Lynn	1-111767
Moore, Lenora Mae	LPN Endorsement Applicant
Muzzey, Linda Diane Evans	2-034253
Nelson, Allen Carter	RN Endorsement Applicant
O'Neal, Telisa Yvonne Austin	2-049662
Otterberg, Marlene Annette Huddle	1-054719
Payne, Ricky Lane	1-070165
Perkins, Christine Lynn	2-018885
Phillips, Pauline Ann Boegemann	1-033576
Price, Melinda Yvonne	2-051302
Quates, Keri Lynn	1-093945
Rich, Steve Jackson	1-112362
Ridgel, Sandra Vanessa Ward	2-048190; RN Exam Applicant
Rinehart, Julie Ann Cammon	1-119900
Robbins, Netty Jane Bryant	1-079885; 2-042157
Robinson, Brenda L. Walker	2-015205
Robinson, Lawanda Diane Washington	2-049291
Russell, Kristi Michelle Kennamore	1-073814
Sansing, Tangelia Carol Finch	RN Endorsement Applicant
Sawyer, Susan White	2-047411
Shaddix, Sherri Lamarr	1-068553
Sheffield, Shannon Denise Creech	1-097070
Shipman, Vicky Lynn Martin	2-059527
Shrader, Randall Kyle	1-114972
Sisco, Kendra Suzanne Osbourn	1-110093; 2-048000
Smith, Brian Ethridge	-105429
Smith, Mary Ann	2-036038
Smith, Valeria Michelle Dawson	1-106762
Smitherman, Jerry Robin	1-067195
Snelling, Teresa Lane Thrasher	1-106594
Spears, Sandi Kersker	2-052722
Speegle, Michael Clinton	2-033726
Spradley, Darryl Scott	1-085491
Stacy, Jennifer Autumn	1-121017
Steele, Judy Lynn Edwards	2-056256
Strickland, Laura Ann Anderson	1-084202; 2-038401
Sullivan, Cornella Leann	2-058050
Terry, Brenda Kay Hale	2-039385
Teske, Nancy Lynn	1-117547

Tillman, Lashawna Quentel Cox	1-118427; 2-057581
Thompson, Joana Clene	1-097756
Torres, Lorenzo Oswaldo	1-108857
Trivett, Brian William	2-054793
Velazco, Teresa E.	1-096039
Vess, Sandra Kay Simpson	1-055306; 2-028587
Warren, Sharon Lynne Lipham	1-062377
Wash, Shelia Jan Carr	2-053233
West, Ginger Diane Crawford	1-063014; 2-017609
White, Brandy Lynn Hamilton	2-052073
Wiggins, Tamika Lashawn McCarroll	1-096476

PUBLIC REPRIMAND:

Baggett, Jessica Ann Woodhouse	1-092180
D'Arienzo, Mary Jean Uyeda	LPN Examination Applicant
Franklin, Ricarder	LPN Exam Applicant
Gupta, Madhu	LPN Exam Applicant
Holloway, Barbara Ray Phillips	2-037020
Nicholas, Thomas Wade	1-081893
Rudd III, John Clarence	1-070271
Stinnett, Rebecca Rae	RN Endorsement Applicant
Turner, Valerie Yvette Robinson	2-052207
Wade, Lori Lynn Murphree	1-088309
Ware, Trimekia Lynette	LPN Endorsement Applicant

PUBLIC REPRIMAND AND FINE:

Adams, Mashell Maran Singleterry	1-104507; 2-048525
Barnard, Kathleen Ann	1-026869
Baskins, Julie Gail Bray	1-087893
Bayles, Ferrin Eugene	1-068168; CRNP
Bedgood, Bettye Lynn Byrd	1-076852
Breshears, Leanne Myers	1-062592
Brown, Lorie Ann	1-109452
Brown, Yokeisha Johnson	2-046907
Bruner, Ann M. Miller	2-052868
Buckner, Donna Sue Frazier	1-062602



Byrd, Linda Ann Washington	1-067844, CRNP
Carden, Betsy	1-079975
Castrillo, Doris Jean Prater	1-050528; CRNA
Chisenall, Stephanie Lynn Barr	2-046890
Collier, Judith E. Drake	1-022730, CRNA
Cook, Shawn M. Smith	2-059009
Duncan, Kelly Sue Burton	2-051538
Duncan, Melissa Jacqueline Carter	1-109913
Findley, Josh Sampson	LPN Exam Applicant
Foster, Stacey Latrice McKinney	RN Endorsement Applicant
Garner, Kathy Marie Cato	1-068901; CRNP
Goeller, Joy L.	2-050305
Gray, Tajuana A.	RN Exam Applicant; 2-055305
Greene, Jeffrey Scott	RN Exam Applicant
Harper, Robbie Lynn Reeves	1-109606; 2-044520
Helm, Tara Nicole McMahan	2-053352
Henley, Carolyn Jean Jenkins	1-037516
Helton, Suzanne Taylor	1-073790
Herriott, Victoria Christian	1-113974
Hester, Misty Dawn	1-094526, CRNP
Huff, Patricia Ann James	2-032027
Jackson, Vickie Louise Carter	1-066247
Jenkins, Kellie Rene	2-040067
Jennings, Crystalyn Annette Strickland	1-050315; 2-023894
Jensen, Lisa Ann Gillespie	2-050259 (Active/Probation)
Johnson, Patricia Ann	RN Endorsement Applicant
Joiner, Ethel M. Crawford	2-013149
Jones, Clarence David	1-077105
Jones, Cory Shane	1-112266
Keel, Lenora Iness Vickers	1-046497; 2-026356
Lefevre, Lori Regina Gilliland	1-076687
Lewis, Belinda Joyce	2-052213
Lord, Resa Anne Wilson	1-079061, CRNP
McCord, Beverly Ann Wilkerson	1-046197; 2-016492
McFalls, Lara Beth Hamby	1-084872
McNease, Jennifer Leigh O'Bryant	1-096789; CRNP
Mills, Robert Eugene	1-070058
Moore, Corney Natasha	2-057418
Morgan, Doris Jean Kinsey	1-112089
O'Brien, Timothy Lee	RN Endorsement Applicant; 2-051897
Overton, Deanby LaShawn Alford	RN Exam Applicant
Parker, Teresa Darlene Gilreath	2-037352
Pepper, Lisa Michele Broadfoot	1-070099

Pendley, Leonora Eve Heaton	LPN Exam Applicant
Phillips, Tammy Legale Pilkington	2-036163
Phillips, Cassandra Elaine Taylor	1-062893
Porter, Annie Catherine	1-027582
Prestage, Teresa Velma Sims	LPN Endorsement Applicant
Reed, Mary Louise Cornwall	1-032657; CNM
Robinson, Jr., Earl Gary	1-108080
Romine, Sherry Ann	2-052155
Ruffin, Mara Jenell	LPN Exam Applicant
Sender, Gwenetta Evetta Allen	RN Endorsement Applicant
Shurden, Knight Robert	1-070313
Sikes, Katherine Renee Hanna	1-063596
Smith, Desiree' Angelina Crusoe	2-059924
Smith, Stanley Barton	1-075791
Sparks, Thelma Patricia	2-032146
Stevens, Kathy Jo Kelley	2-046958
Taylor, Tammy Ann Roberts	1-100658; 2-042492
Thomas, Lawanda Marie	1-098985
Tolbert, Edna Jane Harris	2-060189
Tolbert, Judy Kay Pylant	1-020756
Tyler, Gina Renee Price	1-045326
Valentine, Sherri Ann Bonds	2-053848
Vincent, Virginia Ann Parysz	1-028861
Watson, Tracey Lynn Reese	2-043447
Weyandt, Alyssa Schubert	1-110218
Williams, Becky Geeslin	1-070577
Williams, Sherry Kaye Fish	1-066193
Winkler, Marjorie Anne Green	1-051456
Winslett, Karen P.	2-044244

PUBLIC REPRIMAND, FINE, AND COURSE:

Johnson, M. Lynn Padgett	1-064080
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REINSTATMENT FOLLOWED BY PROBATION:

Brown, Tamya Denise Gillespie	1-055939
Burpo, Marilla Russell	2-008044
Coari, Kathy Jo Brown	1-035281
Davis, Pamela Ellen Twitchell	2-035104
Gadson-Large, Sheila Denise	2-046593
Hites, Annette Kay Hetrick	1-079343
Jensen, Keith J.	1-072220

Marcotte, Cynthia Marie Kay	1-044941
McElyea, Melany Darnell Bowden	1-076401
Moore, Keva Aladyce Love	2-050177
Morrisette, Janice Jenetta Smith	1-035035; 2-014578
Royse, Lisa Diane	1-093282
Self, Susan Leann Thornberry	1-073368; 2-038360
Smith, Jillian Leigh	1-094299
Tole, Teresa Maureen Coughlin	2-033755

#### REINSTATEMENT DENIED:

Grayson, Elnora	2-035428
Johnson, Shemecka Nicole	2-051067
Maske, Michael Willis	2-049430
Nix, Carmen Regenia Cook	2-049917

#### APPLICATION DENIED:

Chapa, Rosa M. B.	RN Endorsement Applicant
McClellan, Tammy Elaine Hunter	2-046966
Welch-Williams, Sabrina M.	RN Exam Applicant

#### BOARD LAPSED:

Czajkowski, Tonya Lynnette	1-095154; 2-049502
Haney, Elsie Jane Anderson	1-033272
Palermo, Debra Sue	1-025166
Surles, Mozell Cloud	2-040686
Vance, Elizabeth Ann	1-075779